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The competitive manpower market and enlarging demand for college faculty make it difficult for institutions of higher education to attract and hold competent teachers. Seventh in a series of biennial surveys, this study is directed toward identifying the status and trends of salaries and related practices among 4-year degree-granting institutions and junior colleges during the 1965-66 session. The information should be useful for budget planners, potential faculty members, and persons interested in comparing conditions in similar institutions. The survey is based on the response of 77.5% of 1,313 degree-granting institutions and 77.0% of the junior colleges invited to participate. Because of response rates, the data are estimated to be almost completely representative of conditions in publicly controlled institutions, fairly representative of large and medium size nonpublic institutions, and limited in representing small nonpublic institutions. About the same percentage of institutions in each geographical region responded. Growth in enrollments and staff has been greatest in the larger institutions. Information concerning the professorial rank of full-time teachers, salaries of instructional personnel, opportunities for summer employment, part-time faculty, salary increases, salaries paid to administrators, salary schedules and their provisions, and salaries paid in junior colleges are included. (JS)

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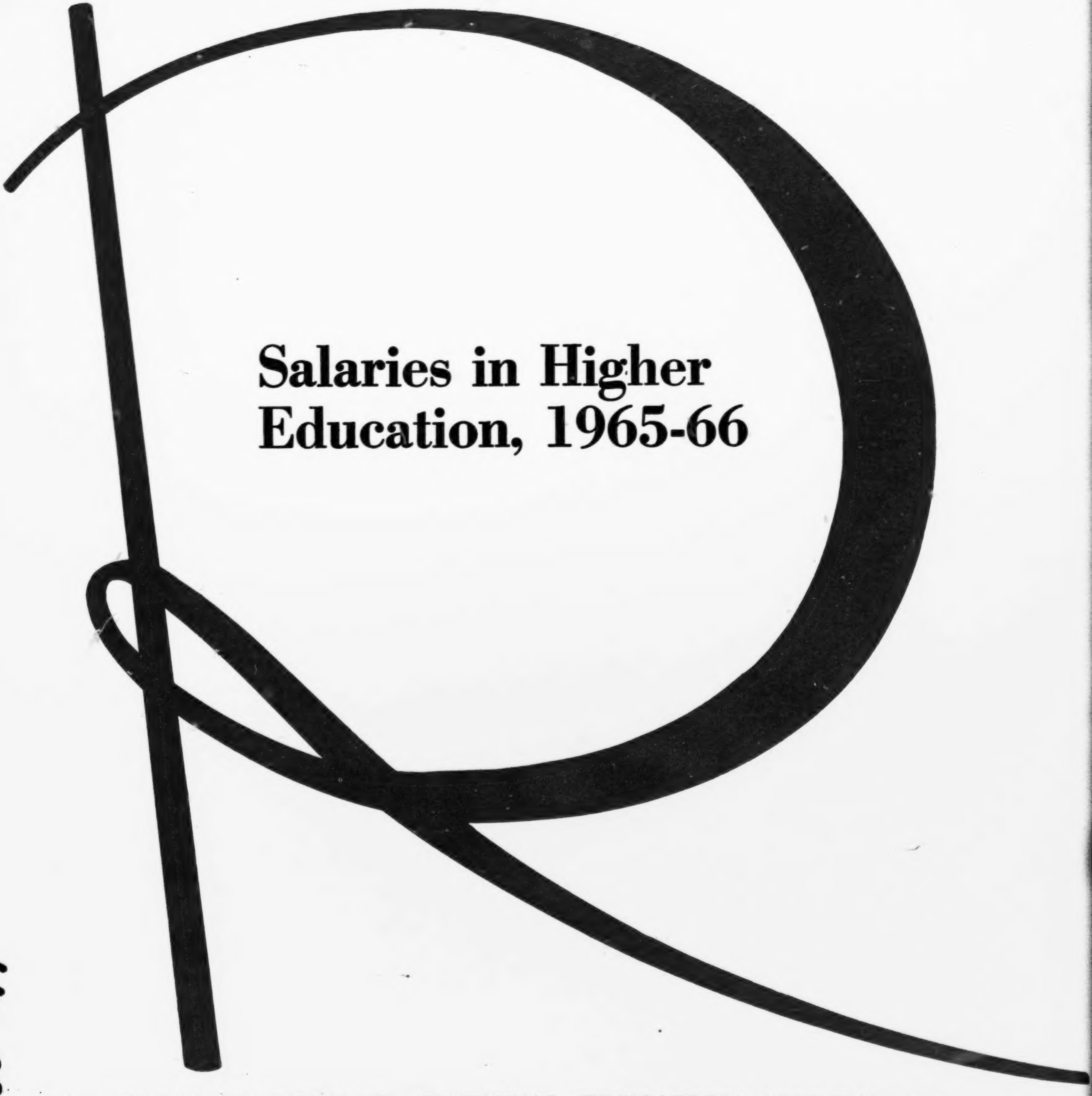

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February 1966

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FOREWORD

A fundamental goal of a professional organization is the strengthening of the quality of the services which its profession offers to society. Efforts in accomplishing this goal include the collection and dissemination of information basic to planning and evaluating the work of the profession. The needed information includes various aspects of the working conditions of the professional staff members, in addition to the technical components of the professional field. Essential to planning is the availability of up-to-date information in a format which may be used for a variety of objectives related to the purpose of the profession. A major effort of the NEA Research Division is directed toward meeting this need through two alternating biennial nationwide studies of higher education: faculty supply and demand, and faculty salaries.

In the present highly competitive manpower market and with the enlarging demand for college faculty personnel owing to increased enrollments, employing officials are fighting an uphill battle to obtain needed funds to attract and hold competent teachers. Facts about the status and trends of faculty salaries in higher education are included in this report. The information should be helpful to administrators, faculty members, prospective faculty members, and the many citizens who provide direction and support for the higher education institutions throughout the nation.

This report has been prepared by William S. Graybeal, Assistant Director. He has followed the format and design developed for these studies by Ray C. Maul, formerly Assistant Director, now retired. Able assistance has been provided by the various units of the Research Division. We are grateful for the hearty cooperation of participating universities, colleges, and junior colleges, and hope that these reports contribute to their continuing efforts to provide improved quality in higher education.

HAZEL DAVIS
Director, Research Division

I. INTRODUCTION

The heightened need and support for higher education is contributing to enlarged enrollments and offerings at post-high-school levels of education throughout the nation. This study, one of a series of biennial surveys conducted by the NEA Research Division, is directed to identifying the status and trends of salaries and related practices among the four-year degree-granting institutions and the junior or community colleges during session 1965-66. The information compiled in this report should be useful to persons who are planning for the budgetary requirements of higher education, considering employment in higher education, reviewing the adequacy of conditions concerning a specific position as related the position in similar institutions, or planning revisions in the salary policies. Also, this study is designed to add the current status of salary conditions in higher education to a series of studies which document the accomplishments and trends in higher education salaries over a period of years.

This seventh biennial survey of salary conditions in higher education is based on the response of 77.5 percent of the 1,313 degree-granting institutions and 77.0 percent of the 718 junior colleges who were invited to participate (see Table 1). The invitations were

TABLE 1.--NUMBER OF INSTITUTIONS INVITED TO PARTICIPATE, NUMBER AND PERCENT REPLYING, AND FULL-TIME AND PART-TIME ENROLLMENT AND TEACHING STAFF, 1965-66

Type of institution	Number invited to participate	Institutions replying		Students		Teachers	
		Number	Percent	Full time	Part time	Full time	Part time
1	2	3	4	5	6	7	8
State universities (by enrollment)							
I. 10,000 and over	54	49	90.7%	834,360	137,509	43,834	17,345
II. 5,000-9,999	44	40	90.9	294,108	62,862	16,472	3,716
III. Less than 5,000	39	36	92.3	120,914	30,745	6,866	1,174
Nonpublic universities (by enrollment)							
IV. 5,000 and over	36	28	77.8	227,032	113,897	14,166	4,494
V. Less than 5,000	68	56	82.4	171,553	75,759	12,343	4,686
State colleges							
VI. State colleges	257	228	88.7	658,608	174,271	36,044	5,393
Nonpublic colleges (by enrollment)							
VII. 1,000 and over	223	187	83.9	292,528	64,868	17,526	4,168
VIII. 500-999	324	243	75.0	181,282	30,288	12,143	2,692
IX. Under 500	268	150	56.0	46,676	11,921	3,588	1,236
Total degree-granting institutions	1,313	1,017	77.5%	2,827,061	702,120	162,982	44,904
X. Public junior colleges.	479	401	83.7%	531,048	450,620	22,170	12,682
XI. Nonpublic junior colleges	239	152	63.6	63,049	14,624	3,313	1,091
Total junior colleges ..	718	553	77.0%	594,097	465,244	25,483	13,773
Grand total	2,031	1,570	77.3%	3,421,158	1,167,364	188,465	58,677

sent to institutions identified in the *Education Directory, 1963-64, Part 3, Higher Education*, published by the U. S. Office of Education with institutions added or deleted as information was made available to the Research Division before November 1, 1965. Requests for actual salary figures were sent to these institutions on September 20, 1965. Follow-up letters were sent on November 15, 1965, to institutions which had not yet responded on that date. A second follow-up was sent on December 7 to selected institutions, many of which had participated in previous studies, but had not responded by that date. Information in questionnaires received on or before December 15, the final cut-off date, is summarized in the present report. All institutional reports are considered completely confidential; no individual or institution is identified, and no identifying information is released by the NEA Research Division.

Growth and Change in Higher Education

Growth in school and college enrollments is continuing at a very high level with the full impact of the enlarged population being felt in the lower classes among institutions of higher education this year. Data obtained by the NEA Research Division surveys of salaries in higher education reflect the enlargement of enrollments among existing institutions and marked growth in the number of institutions of higher education during the past two sessions. Information listed in Table 1 shows that 1,313 institutions were invited to participate in the present study, an increase of 31 above the 1,282 involved in the 1963-64 study. The number of full-time teachers whose salaries are reflected in the present survey is 162,982, an increase of 22,863 above the 140,119 employed in the institutions which participated in the 1963-64 study. Estimates of the total teaching faculty in degree-granting institutions of higher education, based on an assumption that the staff sizes of nonresponding institutions in these surveys are randomly distributed within the range of those in the responding institutions in the same size strata, show an increase of 31,205 full-time instructional faculty personnel during the two-year period (present study estimate of total full-time instructional faculty, 191,199 estimate based on the 1963-64 study, 159,994).

Similarly impressive is the growth in enrollments and staff in the junior colleges. Among the 704 invited to participate in the 1963-64 study, 426 were publicly controlled institutions. The total number of institutions invited to participate this session increased to 718 with 479 of these being publicly controlled. The number of junior-college full-time faculty members employed in the institutions reporting in the 1963-64 study (18,837) increased to 25,483 in the present study. Projecting an estimate of the total number of junior-college faculty personnel, on the assumption that the nonresponding institutions are randomly distributed in staff sizes among those institutions which did respond in each grouping by source of control, suggests that the total staff of 25,717 full-time instructional faculty members in 1963-64 increased to 31,696 persons during 1965-66.

The number of institutions in the stratifications by enrollment size reflects the growing size of institutions of higher education. The following is a summary of the number of institutions in each stratum invited to participate in the two biennial salary surveys and the percent of the estimated total number of full-time instructional faculty personnel in degree-granting institutions employed by the institutions in each stratum:

Strata	Number of institutions invited to participate		Percent of faculty personnel	
	1963-64	1965-66	1963-64	1965-66
Public universities (by enrollment)				
I. 10,000 and over	37	54	20.9%	25.3%
II. 5,000-9,999	42	44	11.7	9.5
III. Under 5,000	52	39	6.9	3.9
Nonpublic universities (by enrollment)				
IV. 5,000 and over	26	36	8.5	9.5
V. Under 5,000	73	68	8.5	7.8
State colleges				
VI. State colleges	241	257	19.1	21.3
Nonpublic colleges (by enrollment)				
VII. 1,000 and over	175	223	10.1	10.9
VIII. 500-999 ...	325	324	9.7	8.5
IX. Under 500 .	311	268	4.6	3.3
Total	1,282	1,313	100.0%	100.0%

These distributions show increasing numbers of institutions in the large enrollment strata with corresponding decreases in the numbers of institutions in the smaller enrollment strata. Also shown is the enlarging proportion of higher education faculty personnel being employed in the larger than in the smaller institutions.

In 1963, faculty members in public institutions constituted 58.6 percent of the estimated number of all faculty members; this has enlarged to 60.0 percent in the present session. While the number of publicly controlled institutions has increased by 22, the public institutions represent only 30 percent of all institutions; an increase of only 1 percent above the 29 percent represented by the publicly controlled institutions in the previous study. Information about the growth of junior-college institutions and staff is included in the section of this report directed to salaries in junior colleges.

Coverage of the Study

Information in Table 1 shows that the response rate for publicly controlled institutions is very high with greater than 90 percent of public universities and 88.7 percent of the state colleges participating in this survey. Response is lower among the nonpublic universities where approximately 81 percent of the institutions returned the survey instrument. Among the largest nonpublic colleges the extent of participation is high, 83.9 percent responding; but, possibly, with the increasing difficulty of providing adequate staff and data-processing capability to prepare the requested information among the smaller institutions the extent of participation decreases to 3 in 4 nonpublic colleges having enrollments of 500 to 999 students and to only 56.0 percent of the small nonpublic colleges having enrollments under 500 students. As indicated in the preceding section, the institutions which responded at a rate of 82 percent or higher employ about 78.7 percent of the estimated number of instructional faculty members in degree-granting institutions.

Similarly, the response rate among public junior colleges is greater than among the nonpublic institutions. The number of instructional faculty personnel in the public junior colleges, of which 83.7 percent are represented in this report, is estimated to be 83.6 percent of all instructional faculty in junior colleges.

The information summarized in this report, therefore, is estimated to be rather completely representative of conditions in publicly controlled institutions, fairly representative of the large and medium-size nonpublic institutions, and somewhat limited in representing the small nonpublic institutions (which are estimated to employ about 3 percent of the instructional faculty personnel in degree-granting institutions).

The geographic distribution of institutions participating in this study is listed in Table 2. The total number of institutions has increased in each region since the 1963-64 study with the exception of the Rocky Mountain region where the number of responding institutions has remained the same. The percent of the total number of institutions in each stratum which responded to the survey is not widely different among the geographic regions.

Information in Table 2 also shows the differences in regional distribution of institutions

TABLE 2.--DISTRIBUTION OF 1,570 UNIVERSITIES, COLLEGES, AND JUNIOR COLLEGES PARTICIPATING, BY TYPE OF INSTITUTION AND BY GEOGRAPHIC AREA, 1965-66

Geographic region a/	Type of institution b/											Total
	I	II	III	IV	V	IV	VII	VIII	IX	X	XI	
1	2	3	4	5	6	7	8	9	10	11	12	13
New England	2	2	2	5	6	23	25	14	12	14	22	127
Mideast	3	4	1	11	18	42	43	46	31	66	50	315
Southeast	8	14	13	1	10	56	24	67	21	65	40	319
Great Lakes	13	8	3	6	6	18	48	44	35	46	11	238
Plains	6	3	5	1	3	27	24	38	22	49	19	197
Southwest	8	2	4	1	4	23	12	12	8	37	6	117
Rocky Mountain	3	3	2	1	...	11	1	7	2	18	...	48
Far West	6	4	6	2	9	28	10	15	19	106	4	209
Total	49	40	36	28	56	228	187	243	150	401	152	1,570

a/ New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont. Mideast: Delaware, Maryland, New Jersey, New York, Pennsylvania, and District of Columbia. Southeast: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia. Great Lakes: Illinois, Indiana, Michigan, Ohio, and Wisconsin. Plains: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota. Southwest: Arizona, New Mexico, Oklahoma, and Texas. Rocky Mountain: Colorado, Idaho, Montana, Utah, and Wyoming. Far West: Alaska, California, Hawaii, Nevada, Oregon, and Washington.

b/ For type of institution designated by Roman numeral, see Table 1.

in some of the strata; for example, 78.6 percent of the large nonpublic universities are located in three regions, New England, Mideast, and Great Lakes. Also, more than one-fourth of the medium-size nonpublic colleges (27.6 percent) are located in the Southeast region. These characteristics indicate the need to consider the possible impact of regional differences in per-capita personal income when interpreting the distributions of salaries paid either in a specific type of institution or in a specific region. For example: the number of medium-size nonpublic colleges in the Far West (where per-capita personal income in each of the component states exceeds the national average) is less than one-fourth of the number of institutions of this type in the Southeast (where the per-capita personal income in each of the component states is far below the national average).

Definitions

Readers of this report should note the following explanatory comments:

1. This is a status study; it reports the salary structure for the current (1965-66) year.
2. All salaries of instructional personnel are reported for the academic year of nine months--two semesters or three quarters--even when the compensation is paid over a 12-month period; opportunities to supplement the academic-year earnings by summer-session teaching are reported separately in Section IV.
3. All salaries of administrative personnel are reported for the full year.
4. All reported figures represent the contract salaries, excluding fringe benefits.
5. Only full-time employees of the institution are included in the salary distributions; the use of part-time employees in classroom service is shown in Section V.
6. The terms university and college refer to the internal organization rather than the legal title. A university in this report is a complex institution with three or more graduate or professional schools. All others are colleges.
7. No person is reported in more than one category.

II. PROFESSORIAL RANK OF FULL-TIME TEACHERS

Listed in Table 3 are the percents of faculty personnel in each type of institution who hold each level of faculty rank. As noted in the previous survey, about one-fourth of the teaching faculty have the rank of professor, slightly fewer have the rank of associate professor, about 3 in 10 have the rank of assistant professor, and about 1 in 5 has the rank of instructor.

The distribution in Table 3 shows a difference in the pattern of the percentage distributions of ranks among the various types of institutions. Large public and large nonpublic universities report higher percents of the faculty to have the rank of professor with fewer persons being assigned the ranks of assistant professor and instructor than is noted among the other types of institutions. State colleges tend to have fewer persons in the rank of professor than is noted among the other types of institutions with a relatively greater proportion having the rank of assistant professor. Possibly this pattern reflects a relatively large input of inexperienced faculty owing to the rapid enlargement of enrollment capacity in the state colleges.

The small nonpublic colleges seem to have fewer persons in the associate professor rank accompanied by a greater proportion having the rank of instructor than is noted among other institutions.

The status of the faculty rank in the junior colleges and estimate of future trends at that level are reviewed in Section IX.

TABLE 3.--DISTRIBUTION OF FULL-TIME TEACHERS, BY RANK, AND BY TYPE OF INSTITUTION, 1965-66

Type of institution 1	Professor 2	Associate professor 3	Assistant professor 4	Instructor 5	Total 6
Public universities (by enrollment)					
10,000 and over	29.3%	23.7%	29.8%	17.2%	100.0%
5,000 to 9,999	25.2	23.2	31.9	19.7	100.0
Less than 5,000	23.4	24.1	33.2	19.3	100.0
Nonpublic universities (by enrollment)					
5,000 and over	31.9	23.2	29.5	15.4	100.0
Less than 5,000	27.2	24.7	31.7	16.4	100.0
State colleges	20.3	23.6	35.1	21.0	100.0
Nonpublic colleges (by enrollment)					
1,000 and over	22.1	21.9	32.4	23.6	100.0
500 to 999	22.4	21.6	30.5	25.5	100.0
Less than 500	26.3	19.2	25.1	29.4	100.0
All institutions	25.3%	23.3%	31.7%	19.7%	100.0%

III. SALARIES OF INSTRUCTIONAL PERSONNEL

The purpose of this section is to present in detail the academic year's earnings (exclusive of fringe benefits) of full-time staff members engaged principally in teaching. Part-time employees, although they may carry a considerable share of the total teaching assignments, are not included here. Also excluded are all administrative officers even though some of them do some teaching. Administrative salaries are presented in full detail in Section VII, Tables 26 through 37. This section presents salary data for teachers according to rank, sex, type of employing institution, and geographic region.

All Ranks Combined

Information in Tables 4 and 5 provides a broad overview of the salaries paid to college and university teachers, all ranks combined. In Table 4, the salary of each full-time teacher is entered by the type and size of the employing institution. In Table 5 the salaries are entered by the regional placement of the employing institution. Column 21 of Table 5 shows the cumulative percent of teachers receiving salaries ranging from $24,000 and over to less than $5,000 for nine months' teaching service.

The median salary of all full-time faculty personnel who have teaching responsibilities is $9,081; up $918 from the median of $8,163 in the survey two years ago. These distributions demonstrate the need for viewing salary practices among subgroupings of institutions by type and by regional location. The median salaries of all faculty personnel employed in public universities, for example, range from $10,053 in the large institutions to $9,321 in the medium-size institutions, to $8,868 in the small institutions. Also, the median salaries in the geographic regions range from $9,732 in the Far West, down to $8,340 in the Southeast.

The percents in column 21, Table 5, show only 7.1 percent of all college and university teaching faculty personnel receive salary of $15,000 or higher for the nine-month term. This column also shows that 16.0 percent of all college and university teaching faculty personnel receive salary of less than $7,000 for the nine-month period; that 4.5 percent of all of the 158,052 full-time faculty personnel in colleges and universities receive salaries of less than $6,000 for nine months of teaching.

The 26,734 women for whom salaries are reported constitute 18.4 percent of the college and university faculty personnel whose salaries are reported by sex. As in other professions, the median salary of women faculty personnel, $7,732, is lower than among men ($9,275).

The dispersion of salaries paid to faculty personnel seems to vary somewhat among the different types of institutions. The range of salaries between the first and third quartile provides a rough estimate of the extent of divergence. The range of salaries paid to the middle 50 percent of faculty personnel by institutional size and type follows:

Type of institution	Interquartile range	Median
Public universities (by enrollment)		
10,000 and over	$4,174	$10,053
5,000 to 9,999	3,546	9,321
Less than 5,000	2,981	8,868
Nonpublic universities (by enrollment)		
5,000 and over	5,047	10,157
Less than 5,000	3,845	9,412
State colleges	2,751	8,750
Nonpublic colleges (by enrollment)		
1,000 and over	2,697	8,214
500 to 999	2,398	7,480
Less than 500	2,555	6,485
All faculty personnel.......	$3,600	$ 9,081

These ranges suggest three rather distinct types of institutional salary characteristics: (a) rather low divergency in salaries ($2,398-$2,981) shown in public universities of less than 5,000 students, state colleges, and all nonpublic colleges; (b) medium degree of divergency in salaries ($3,546-$4,174)--public universities having more than 5,000 students and in nonpublic universities having less than 5,000 students; and (c) high degree of divergency in salaries ($5,047)--nonpublic universities enrolling 5,000 or more students.

Variations by Rank

Following Tables 4 and 5 are four sets of two tables each, in the same format for each of the four ranks. Professors only are listed in Tables 6 and 7. As expected, the higher salaries are earned by persons in this rank

(Continued on p. 22)

FIGURE I

MEDIAN SALARIES FOR NINE MONTHS OF FULL-TIME TEACHING,
1963-64 AND 1965-66

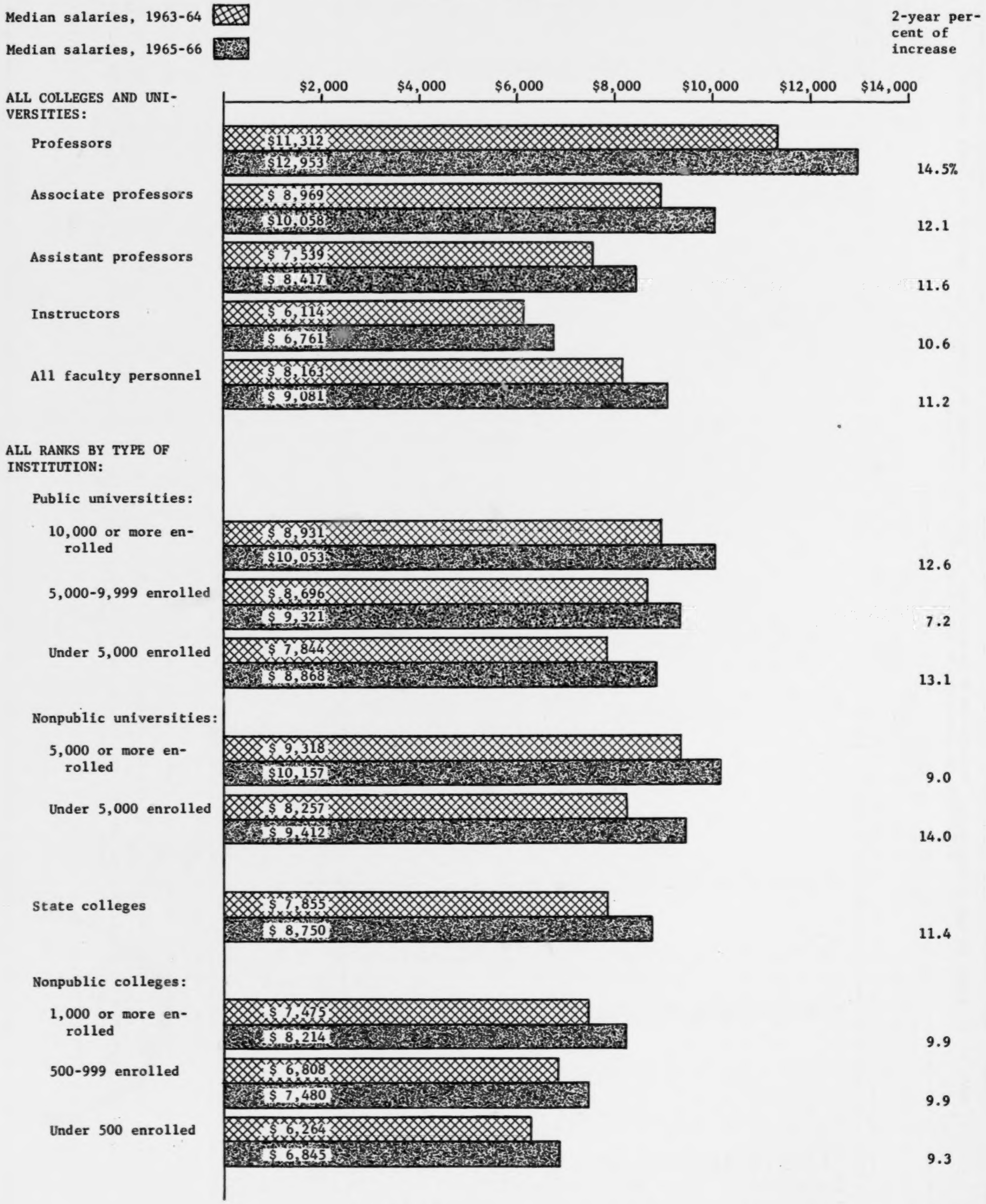

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TABLE 4.--All Ranks, by Type of Institution: DISTRIBUTION OF SALARIES PAID TO FULL-TIME INSTRUCTIONAL PERSONNEL (ALL RANKS) IN 995 DEGREE-GRANTING INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION AND SEX, 1965-66

Salary interval	Public universities (by enrollment)						Nonpublic universities (by enrollment)				State colleges		Nonpublic colleges (by enrollment)					
	10,000 and over		5,000-9,999		Less than 5,000		5,000 and over		Less than 5,000				1,000 and over		500-999		Under 500	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$24,000 and over	56	...	5	...	...	...	124	...	34	...	...	...	2	...	...	...	...	...
23,000-23,999	46	...	1	...	...	...	64	...	9	...	...	...	...	...	...	...	...	...
22,000-22,999	49	...	8	...	...	...	87	...	54	...	...	...	1	...	...	...	...	...
21,000-21,999	85	...	6	...	...	...	115	1	59	...	...	...	...	...	...	...	...	...
20,000-20,999	202	7	55	21	1	...	205	...	80	...	5	...	15	...	...	...	1	...
19,500-19,999	93	1	9	1	...	...	41	1	45	...	2	...	9	1	...	...	...	...
19,000-19,499	121	1	12	...	...	...	153	...	65	...	1	...	7	...	...	...	1	...
18,500-18,999	143	3	31	10	...	...	63	...	54	...	1	...	9	...	...	...	...	...
18,000-18,499	206	2	27	...	3	...	182	...	75	1	4	...	19	...	1	...	...	...
17,500-17,999	209	5	27	6	2	...	95	...	72	...	7	...	15	4	1	...	2	...
17,000-17,499	299	4	34	...	9	...	153	4	92	2	12	...	29	5	6	...	...	...
16,500-16,999	299	7	74	7	2	...	135	4	88	1	9	...	36	2	11	...	...	...
16,000-16,499	428	17	67	5	7	...	219	3	148	3	54	3	54	7	18	1	14	...
15,500-15,999	426	24	128	29	15	...	159	1	133	4	55	1	58	9	9	...	3	...
15,000-15,499	690	33	168	16	32	2	264	2	164	2	731	69	86	14	26	4	11	...
14,500-14,999	621	22	168	9	38	1	193	3	170	3	80	6	70	2	19	3	5	1
14,000-14,499	807	28	301	15	54	1	299	10	212	3	322	46	111	16	38	2	10	1
13,500-13,999	863	37	273	18	64	6	258	7	253	8	410	37	117	20	35	3	11	1
13,000-13,499	1,062	100	351	23	87	2	413	16	290	11	544	63	209	28	69	12	18	2
12,500-12,999	1,013	50	464	54	111	6	287	14	236	13	401	63	205	15	69	1	10	3
12,000-12,499	1,374	105	506	31	150	15	467	29	379	19	842	109	279	33	112	22	25	8
11,500-11,999	1,296	87	581	62	145	14	362	26	306	21	1,056	168	327	42	98	16	19	4
11,000-11,499	1,533	133	690	48	235	19	581	34	492	32	1,274	252	419	50	154	36	33	2
10,500-10,999	1,630	164	752	78	267	19	522	54	502	32	1,323	258	476	62	223	30	32	4
10,000-10,499	2,174	246	949	104	380	47	730	64	633	101	1,683	332	691	79	329	71	71	18
9,500- 9,999	1,892	239	935	113	374	61	602	65	714	66	1,973	444	770	93	360	51	55	13
9,000- 9,499	2,496	326	1,178	188	488	72	817	100	879	97	2,540	614	1,066	134	486	110	82	20
8,500- 8,999	2,130	356	1,135	180	469	82	719	99	872	95	3,460	989	1,266	194	578	152	82	25
8,000- 8,499	2,079	416	1,141	208	486	105	829	151	897	146	2,986	915	1,462	253	874	191	133	48
7,500- 7,999	1,399	388	878	239	463	117	597	167	695	158	2,369	831	1,431	284	834	256	120	33
7,000- 7,499	1,172	431	773	330	352	158	501	162	581	192	2,318	997	1,397	406	946	342	167	71
6,500- 6,999	873	421	599	292	348	173	369	175	415	188	1,711	926	1,020	413	889	371	196	76
6,000- 6,499	795	421	469	338	224	193	293	175	302	194	1,090	708	787	436	741	524	209	146
5,500- 5,999	358	216	187	136	74	119	101	104	106	83	280	319	262	287	375	300	151	111
5,000- 5,499	150	119	100	67	31	47	31	36	56	34	125	133	171	165	185	185	108	90
Below $5,000	69	93	28	34	6	4	5	18	9	25	42	41	174	170	334	220	121	120
Total	29,138	4,502	13,110	2,662	4,917	1,263	11,035	1,525	10,171	1,534	27,710	8,324	13,050	3,224	7,820	2,903	1,690	797
Total individuals	43,816a/		16,468b/		6,858c/		13,687d/		11,705		36,034		16,274		10,723		2,487	
Dedicated personnel	18	...	4	...	4	4	413	5	625	13	10	...	816	436	399	1,021	325	776
Total	18		4		8		479d/		638		10		1,252		1,420		1,101	
Number of institutions ...	42	42	38	38	31	31	27	26	56	55	228	216	187	177	242	228	130	110
Total	48a/		40b/		36c/		28d/		56		228		187		242		130	
Range paid:e/																		
Lowest intervalf/	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000
Total	-$5,000a/		-$5,000b/		-$5,000c/		-$5,000d/		-$5,000		-$5,000		-$5,000		-$5,000		-$5,000	
Quartile^1	$8,591	$6,828	$8,107	$6,655	$7,710	$6,378	$8,523	$6,638	$8,211	$6,626	$7,787	$6,975	$7,304	$6,211	$6,680	$6,020	$6,102	$5,440
Total	$8,402a/		$7,819b/		$7,447c/		$8,232d/		$7,934		$7,550		$7,051		$6,428		$5,849	
Median	$10,266	$8,195	$9,536	$7,780	$9,006	$7,302	$10,448	$7,777	$9,692	$7,661	$8,924	$8,113	$8,439	$7,174	$7,764	$6,800	$7,180	$6,265
Total	$10,053a/		$9,321b/		$8,868c/		$10,157d/		$9,412		$8,750		$8,214		$7,480		$6,845	
Quartile^3	$12,714	$9,896	$11,516	$9,459	$10,490	$8,691	$13,597	$9,284	$12,223	$9,183	$10,578	$9,313	$9,988	$8,510	$9,112	$7,959	$8,881	$7,386
Total	$12,576a/		$11,365b/		$10,428c/		$13,279d/		$11,779		$10,301		$9,748		$8,826		$8,404	
Highest intervalf/	$24,000+	$20,500	$24,000+	$20,500	$20,500	$15,250	$24,000	$21,500	$24,000+	$18,250	$20,500	$16,250	$24,000+	$19,750	$18,250	$16,250	$20,500	$14,750
Total	$24,000+a/		$24,000+b/		$24,000+c/		$24,000+d/		$24,000+		$20,500		$24,000+		$18,250		$20,500	

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a/ Total includes 6 institutions not reporting data by sex. b/ Total includes 2 institutions not reporting data by sex. c/ Total includes 5 institutions not reporting data by sex. d/ Total includes 1 institution not reporting data by sex. e/ Exclusive of dedicated personnel. f/ Salaries shown in columns 2-19 are the mid-point of the $500 salary intervals shown in column 1 above. A minus sign (-) preceding a salary means below that amount. A plus sign (+) folling a salary means that amount or more.

TABLE 5.--All Ranks, by Geographic Region: DISTRIBUTION OF SALARIES PAID TO FULL-TIME INSTRUCTIONAL PERSONNEL (ALL RANKS) IN 995 DEGREE-GRANTING INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION AND SEX, 1965-66

Salary interval	New England		Mideast		Southeast		Great Lakes		Plains		Southwest		Rocky Mountain		Far West		All regions			
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Totala/	
																			Number	Cumulative percent
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
$24,000 and over	81	...	29	...	6	...	58	...	5	...	20	...	1	...	21	...	221	...	286	0.18%
23,000-23,999	35	...	17	...	3	...	37	...	...	...	9	...	1	...	18	...	120	...	149	0.28
22,000-22,999	61	...	44	...	18	...	34	...	8	...	15	...	...	...	19	...	199	...	252	0.43
21,000-21,999	72	...	45	...	17	...	79	1	5	...	11	...	...	...	36	...	265	1	354	0.66
20,000-20,999	115	...	213	28	24	...	112	...	29	...	27	...	5	...	39	...	564	28	792	1.16
19,500-19,999	30	1	54	2	9	...	66	1	9	...	4	...	4	...	23	...	199	4	220	1.30
19,000-19,499	92	...	88	...	24	...	71	1	17	...	16	...	3	...	49	...	360	1	443	1.58
18,500-18,999	37	...	77	13	31	...	83	...	16	...	12	...	2	...	43	...	301	13	541	1.92
18,000-18,499	116	...	98	1	36	...	116	2	34	...	40	...	8	...	69	...	517	3	619	2.31
17,500-17,999	47	4	121	8	34	...	128	2	28	1	20	...	8	...	44	...	430	15	573	2.68
17,000-17,499	138	2	91	6	68	...	160	3	36	2	58	1	13	...	70	1	634	15	759	3.16
16,500-16,999	74	2	167	11	91	1	147	4	47	1	39	...	8	1	81	1	654	21	978	3.77
16,000-16,499	163	8	226	20	107	...	235	7	73	1	68	...	11	...	126	3	1,009	39	1,267	4.58
15,500-15,999	93	9	217	40	153	2	208	9	63	3	65	...	28	...	159	5	986	68	1,185	5.33
15,000-15,499	196	8	314	31	190	4	373	20	112	7	147	2	36	...	804	70	2,172	142	2,759	7.07
14,500-14,999	149	7	293	17	193	1	320	15	116	3	96	2	43	...	154	5	1,364	50	1,635	8.11
14,000-14,499	225	24	338	21	299	4	508	27	178	5	162	5	76	1	368	35	2,154	122	2,532	9.71
13,500-13,999	181	19	395	34	303	9	515	34	162	6	203	9	91	1	434	25	2,284	137	2,897	11.54
13,000-13,499	290	35	621	92	394	14	659	47	209	14	268	15	116	3	486	37	3,043	257	3,638	13.84
12,500-12,999	245	31	460	74	505	15	666	60	263	13	280	10	135	5	242	11	2,796	219	3,603	16.12
12,000-12,499	386	58	718	89	598	29	869	90	331	25	476	29	187	5	569	46	4,134	371	4,889	19.22
11,500-11,999	297	44	711	126	645	34	882	94	363	27	381	22	197	11	714	82	4,190	440	5,135	22.46
11,000-11,499	452	52	952	155	924	57	1,063	108	483	52	555	47	225	18	757	117	5,411	606	6,777	26.75
10,500-10,999	438	86	1,081	195	1,089	72	1,177	138	569	49	566	52	229	20	578	89	5,727	701	6,853	31.09
10,000-10,499	704	86	1,262	250	1,485	151	1,534	228	816	96	755	125	279	23	805	103	7,640	1,062	9,386	37.03
9,500- 9,999	604	92	1,452	290	1,523	211	1,440	226	728	106	771	84	368	27	789	109	7,675	1,145	9,704	43.17
9,000- 9,499	828	139	1,558	329	1,786	275	2,233	419	1,050	124	967	120	471	55	1,139	200	10,032	1,661	12,901	51.33
8,500- 8,999	868	158	1,846	403	1,852	339	1,976	373	983	187	897	153	429	68	1,860	491	10,711	2,172	14,065	60.23
8,000- 8,499	1,084	177	1,899	528	2,182	483	2,108	468	1,123	235	885	199	485	73	1,121	270	10,887	2,433	14,030	69.11
7,500- 7,999	821	212	1,503	473	1,799	558	1,627	472	1,152	269	733	229	410	83	741	177	8,786	2,473	11,774	76.55
7,000- 7,499	808	251	1,484	515	1,839	825	1,491	538	1,059	397	614	234	335	97	577	232	8,207	3,089	11,760	84.00
6,500- 6,999	443	212	1,222	589	1,645	780	1,067	500	930	385	544	288	218	116	351	165	6,420	3,035	9,964	90.30
6,000- 6,499	317	183	908	495	1,446	1,022	834	546	558	329	444	282	167	131	236	147	4,910	3,135	8,197	95.49
5,500- 5,999	84	59	273	231	666	705	325	245	213	169	162	132	65	56	106	78	1,894	1,675	3,746	97.86
5,000- 5,499	33	21	116	69	356	426	141	100	130	101	104	104	32	22	45	33	957	876	1,873	99.04
Below $5,000	52	31	131	92	274	320	79	67	144	96	33	65	16	6	59	48	788	725	1,516	100.00
Total	10,659	2,011	21,024	5,227	22,614	6,337	23,421	4,845	12,042	2,703	10,447	2,209	4,702	822	13,732	2,580	118,641	26,734	...	...
Total individuals	12,670		28,155b/		28,951		32,903c/		16,756c/		12,656		5,524		20,437d/		158,052a/		...	...
Dedicated personnel ...	253	170	934	663	189	198	581	591	251	416	83	49	24	41	299	127	2,614	2.255	...	...
Total	423		1,597		387		1,172		728b/		132		65		426		4,930b/		...	...
Number of institutions.	90	81	187	175	212	204	176	161	125	119	73	72	30	28	88	83	981	923	...	...
Total	90		188b/		212		178c/		127c/		73		30		97d/		995a/		...	...
Range paid:e/																				
Lowest intervalf/	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	$5,000	-$5,000	-$5,000	-$5,000	-$5.000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	...	...
Total	-$5,000		-$5,000b/		-$5,000		-$5,000c/		-$5,000c/		-$5,000		-$5,000		-$5,000d/		-$5,000a/		...	...
Quartile^{1}	$8,049	$6,992	$7,873	$6,856	$7,344	$6,065	$8,069	$6,753	$7,489	$6,471	$7,985	$6,445	$7,918	$6,464	$8,553	$7,375	$7,861	$6,577	...	...
Total	$7,826		$7,667b/		$6,917		$7,890c/		$7,273c/		$7,582		$7,622		$8,564d/		$7,604a/		...	...
Median	$9,495	$8,103	$9,363	$8,142	$8,797	$6,946	$9,462	$7,952	$8.862	$7,342	$9,418	$7,499	$9,206	$7,412	$9,900	$8,643	$9,275	$7,732	...	...
Total	$9,269		$9,161b/		$8,340		$9,359c/		$8,648c/		$9,104		$8,953		$9,732d/		$9,081a/		...	...
Quartile^{3}	$12,209	$9,855	$11,557	$9,838	$10,549	$8,121	$11,767	$9,388	$10,628	$8,624	$11,325	$8,904	$11,050	$8,739	$12,370	$9,931	$11,365	$9,253	...	...
Total	$11,804		$11,360b/		$10,123		$11,664c/		$10,477c/		$10,960		$10,723		$12,438d/		$11,204a/		...	...
Highest intervalf/	$24,000+	$19,750	$24,000+	$20,500	$24,000+	$16,750	$24,000+	$21,500	$24.000+	$17,750	$24,000+	$17,250	$24,000+	$16,750	$24,000+	$17,250	$24,000+	$21,500	...	...
Total	$24,000+		$24,000+b/		$24,000+		$24,000+c/		$24,000+c/		$24,000+		$24,000+		$24,000+d/		$24,000+a/		...	...

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a/ Total includes 14 institutions not reporting data by sex.
b/ Total includes 1 institution not reporting data by sex.
c/ Total includes 2 institutions not reporting data by sex.
d/ Total includes 9 institutions not reporting data by sex.
e/ Exclusive of dedicated personnel.
f/ Salaries shown in columns 2-19 are the mid-point of the $500 salary intervals shown in column 1 above.
A minus sign (-) preceding a salary means below that amount. A plus sign (+) following a salary means that amount or more.

TABLE 6.--Professors, by Type of Institution: DISTRIBUTION OF SALARIES PAID TO FULL-TIME PROFESSORS IN 939 DEGREE-GRANTING INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION AND SEX, 1965-66

Salary interval	Public universities (by enrollment)						Nonpublic universities (by enrollment)				State colleges		Nonpublic colleges (by enrollment)					
	10,000 and over		5,000-9,999		Less than 5,000		5,000 and over		Less than 5,000				1,000 and over		500-999		Under 500	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$24,000 and over	56	...	5	...	...	...	124	...	34	...	...	...	2	...	...	...	...	...
23,000-23,999	46	...	1	...	...	...	64	...	9	...	...	...	...	...	...	...	...	...
22,000-22,999	48	...	8	...	...	...	87	...	53	...	...	...	1	...	...	...	...	...
21,000-21,999	85	...	6	...	...	...	115	1	55	...	...	...	...	...	...	...	...	...
20,000-20,999	201	7	55	21	1	...	198	...	73	...	5	...	14	...	...	...	1	...
19,500-19,999	93	1	9	1	...	...	41	1	42	...	2	...	9	1	...	...	...	...
19,000-19,499	120	1	12	...	...	...	146	...	65	...	1	...	6	...	...	...	1	...
18,500-18,999	143	3	31	10	...	...	62	...	50	...	1	...	9	...	...	...	...	...
18,000-18,499	205	2	27	...	3	...	179	...	72	1	4	...	18	...	1	...	...	...
17,500-17,999	208	5	27	6	2	...	90	...	64	...	7	...	15	4	1	...	2	...
17,000-17,499	294	4	34	...	9	...	152	4	83	2	12	...	27	5	6	...	...	...
16,500-16,999	291	7	72	7	2	...	124	4	83	1	9	...	35	2	11	...	...	...
16,000-16,499	384	7	67	5	7	...	202	3	135	1	53	3	49	7	18	1	14	...
15,500-15,999	397	15	105	5	15	...	147	1	115	3	55	1	58	9	9	...	3	...
15,000-15,499	637	28	157	3	31	1	237	1	144	1	730	69	81	13	24	4	11	...
14,500-14,999	559	19	158	6	36	1	161	1	144	2	80	6	67	2	19	3	5	1
14,000-14,499	723	25	274	11	52	1	247	10	171	3	322	46	106	16	38	2	10	1
13,500-13,999	699	33	256	13	55	6	194	5	204	5	396	37	113	20	35	3	11	1
13,000-13,499	782	51	296	18	80	2	237	13	184	11	515	63	192	28	65	12	17	2
12,500-12,999	690	37	343	17	99	6	180	11	153	8	347	62	179	14	67	1	6	3
12,000-12,499	745	66	341	18	123	13	211	21	197	11	731	104	228	26	101	22	18	7
11,500-11,999	545	38	294	15	106	11	132	12	152	11	564	98	217	20	88	16	11	1
11,000-11,499	451	41	327	13	156	15	175	12	194	18	598	104	269	31	130	31	20	2
10,500-10,999	315	39	256	21	141	14	115	14	197	15	655	102	284	25	143	24	23	2
10,000-10,499	222	36	195	24	135	26	98	16	152	17	536	90	301	31	190	42	40	17
9,500- 9,999	99	21	120	14	94	21	51	5	105	13	358	85	227	28	184	29	32	7
9,000- 9,499	68	9	89	16	59	19	28	5	62	11	190	53	245	36	190	36	46	12
8,500- 8,999	24	10	50	6	17	5	15	4	28	8	74	28	140	31	142	38	32	8
8,000- 8,499	13	4	37	3	11	8	16	5	17	5	55	16	112	20	140	46	66	12
7,500- 7,999	4	3	5	3	2	2	5	2	4	4	20	5	60	9	92	40	43	11
7,000- 7,499	3	...	3	...	2	1	3	2	3	2	7	4	49	13	87	37	37	7
6,500- 6,999	1	...	2	...	2	1	1	...	2	...	3	...	27	7	42	16	25	2
6,000- 6,499	...	...	1	...	1	...	1	1	1	...	...	...	28	9	23	13	16	5
5,500- 5,999	1	...	...	...	...	...	...	...	...	...	...	...	6	1	14	5	17	...
5,000- 5,499	...	...	...	...	...	...	1	...	...	...	...	...	7	...	8	1	8	3
Below $5,000	...	...	...	...	...	...	...	...	...	...	...	...	...	...	29	9	8	2
Total	9,152	512	3,663	256	1,241	153	3,839	154	3,047	153	6,330	976	3,181	408	1,897	431	523	106
Total individuals	12,831a/		4,134b/		1,603c/		4,417d/		3,200		7,306		3,589		2,328		629	
Dedicated personnel	2	...	4	...	4	...	83	...	159	1	...	...	173	114	140	253	138	178
Total	2		4		4		100d/		160		...		287		393		316	
Number of institutions ...	42	41	38	35	31	28	27	24	56	43	226	187	182	118	217	153	88	47
Total	48a/		40b/		36c/		28d/		56		226		183		228		94	
Range paid:e/																		
Lowest intervalf/	$5,750	$7,750	$6,250	$7,750	$6,250	$6,750	$5,250	$6,250	$6,250	$7,250	$6,750	$7,250	$5,250	$5,750	-$5,000	-$5,000	-$5,000	-$5,000
Total	$5,750a/		$6,250b/		$6,250c/		$5,250d/		$6,250		$6,750		$5,250		-$5,000		-$5,000	
Quartile^{1}	$12,364	$11,073	$11,241	$10,458	$10,453	$9,554	$12,799	$10,453	$11,492	$9,817	$10,759	$10,294	$9,767	$9,167	$8,638	$7,834	$7,730	$7,841
Total	$12,485a/		$11,277b/		$10,484c/		$12,768d/		$11,363		$10,700		$9,691		$8,446		$7,752	
Median	$13,938	$12,417	$12,663	$12,361	$11,502	$10,375	$15,102	$11,958	$13,678	$11,042	$12,072	$11,505	$11,194	$10,880	$9,993	$9,146	$9,103	$9,125
Total	$14,053a/		$12,797b/		$11,797c/		$15,132d/		$13,536		$12,005		$11,164		$9,866		$9,108	
Quartile^{3}	$15,856	$13,939	$14,241	$14,500	$12,913	$11,625	$18,157	$13,212	$16,208	$12,489	$13,619	$12,847	$13,018	$13,089	$11,550	$10,734	$10,984	$10,309
Total	$16,113a/		$14,455b/		$13,625c/		$18,122d/		$16,085		$13,514		$13,027		$11,391		$10,815	
Highest intervalf/	$24,000+	$20,500	$24,000+	$20,500	$20,500	$15,250	$24,000+	$21,500	$24,000+	$18,250	$20,500	$16,250	$24,000+	$19,750	$18,250	$16,250	$20,500	$14,750
Total	$24,000+a/		$24,000+b/		$24,000+c/		$24,000+d/		$24,000+		$20,500		$24,000+		$18,250		$20,500	

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a/ Total includes 6 institutions not reporting data by sex. b/ Total includes 2 institutions not reporting data by sex. c/ Total includes 5 institutions not reporting data by sex. d/ Total includes 1 institution not reporting data by sex. e/ Exclusive of dedicated personnel. f/ Salaries shown in columns 2-19 are the mid-point of the $500 salary intervals as shown in column 1 above. A minus sign (-) preceding a salary means below that amount. A plus sign (+) following a salary means that amount or more.

TABLE 7.--Professors, by Geographic Region: DISTRIBUTION OF SALARIES PAID TO FULL-TIME PROFESSORS IN 939 DEGREE-GRANTING INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION AND SEX, 1965-66

Salary interval	New England		Mideast		Southeast		Great Lakes		Plains		Southwest		Rocky Mountain		Far West		All regions			
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Totala/ Number	Totala/ Cumulative percent
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
$24,000 and over	81	...	29	...	6	...	58	...	5	...	20	...	1	...	21	...	221	...	286	0.71%
23,000-23,999	35	...	17	...	3	...	37	...	...	...	9	...	1	...	18	...	120	...	149	1.09
22,000-22,999	61	...	44	...	18	...	33	...	8	...	15	...	...	...	18	...	197	...	250	1.71
21,000-21,999	72	...	42	...	17	...	78	1	5	...	11	...	...	...	36	...	261	1	350	2.59
20,000-20,999	115	...	205	28	24	...	105	...	28	...	27	...	5	...	39	...	548	28	776	4.52
19,500-19,999	30	1	53	2	9	...	64	1	9	...	4	...	4	...	23	...	196	4	217	5.07
19,000-19,499	92	...	83	...	24	...	70	1	16	...	16	...	3	...	47	...	351	1	433	6.15
18,500-18,999	37	...	76	13	31	...	79	...	16	...	12	...	2	...	43	...	296	13	535	7.48
18,000-18,499	115	...	96	1	36	...	113	2	33	...	39	...	8	...	69	...	509	3	611	9.01
17,500-17,999	46	4	116	8	34	...	121	2	28	1	20	...	8	...	43	...	416	15	558	10.40
17,000-17,499	137	2	87	6	68	...	151	3	34	2	57	1	13	...	70	1	617	15	739	12.25
16,500-16,999	72	2	156	11	87	1	141	4	46	1	39	...	7	1	79	1	627	21	949	14.62
16,000-16,499	155	7	184	10	106	...	215	6	68	1	66	...	11	...	124	3	929	27	1,170	17.54
15,500-15,999	90	9	165	6	153	2	187	9	63	3	64	...	28	...	154	5	904	34	1,064	20.20
15,000-15,499	183	8	283	12	179	3	335	19	101	6	139	2	34	...	798	70	2,052	120	2,608	26.71
14,500-14,999	135	7	247	11	188	1	282	13	106	3	86	2	43	...	142	4	1,229	41	1,477	30.40
14,000-14,499	197	23	290	17	272	4	445	27	165	5	144	4	76	1	354	34	1,943	115	2,279	36.09
13,500-13,999	153	17	312	24	273	9	421	33	146	6	175	8	86	1	397	25	1,963	123	2,511	42.37
13,000-13,499	200	35	428	47	328	13	500	43	170	13	221	14	106	3	415	32	2,368	200	2,830	49.43
12,500-12,999	176	26	282	30	409	15	462	52	211	12	201	8	127	5	196	11	2,064	159	2,428	55.50
12,000-12,499	204	49	397	66	410	22	500	64	235	20	344	25	165	5	440	37	2,695	288	3,174	63.43
11,500-11,999	129	18	382	68	416	26	375	47	226	20	238	18	164	9	179	16	2,109	222	2,404	69.43
11,000-11,499	135	14	431	71	570	43	373	41	278	34	274	32	140	17	119	15	2,320	267	2,689	76.15
10,500-10,999	106	15	403	71	609	53	261	45	261	27	247	22	97	13	145	10	2,129	256	2,464	82.30
10,000-10,499	90	11	262	64	681	106	261	36	241	33	219	31	57	14	58	4	1,869	299	2,201	87.80
9,500- 9,999	57	8	147	20	531	103	158	27	151	38	169	17	31	5	26	5	1,270	223	1,529	91.62
9,000- 9,499	50	9	77	20	392	85	116	38	163	20	147	17	18	4	14	4	977	197	1,184	94.58
8,500- 8,999	20	4	45	19	236	41	58	29	62	18	68	21	12	2	21	4	522	138	661	96.23
8,000- 8,499	24	3	19	14	203	48	54	17	37	12	77	21	20	1	33	3	467	119	587	97.69
7,500- 7,999	19	4	8	10	78	25	32	16	36	10	35	10	8	1	19	3	235	79	314	98.48
7,000- 7,499	12	5	4	7	78	23	23	9	29	5	30	14	6	2	12	1	194	66	260	99.13
6,500- 6,999	9	2	10	1	30	12	19	2	14	1	16	5	...	...	7	3	105	26	131	99.45
6,000- 6,499	6	2	7	3	10	6	10	2	8	4	22	9	...	...	8	2	71	28	99	99.70
5,500- 5,999	2	...	...	1	8	3	16	1	3	...	6	1	...	...	3	...	38	6	44	99.81
5,000- 5,499	5	...	1	1	3	...	1	...	10	3	3	...	...	...	1	...	24	4	28	99.88
Below $5,000	10	7	...	...	9	1	1	...	16	3	...	...	1	...	...	...	37	11	48	100.00
Total	3,060	292	5,388	662	6,529	645	6,155	590	3,028	301	3,260	282	1,282	84	4,171	293	32,873	3,149	...	...
Total individuals	3,352		6,688b/		7,174		8,226c/		3,942c/		3,542		1,366		5,739d/		40,037a/		...	...
Dedicated personnel ...	68	42	242	177	39	45	180	150	75	90	27	13	2	9	70	20	703	546	...	...
Total	110		419		84		330		182b/		40		11		90		1,266b/		...	...
Number of institutions	81	54	173	129	203	155	156	117	112	83	70	60	30	20	82	58	907	676	...	...
Total	83		179b/		206		161c/		115c/		72		30		93d/		939a/		...	...
Range paid:e/																				
Lowest intervalf/	-$5,000	-$5,000	$5,250	$5,250	-$5,000	-$5,000	-$5,000	$5,750	-$5,000	-$5,000	$5,250	$5,750	-$5,000	$7,250	$5,250	$6,250	-$5,000	-$5,000	...	...
Total	-$5,000		$5,250b/		-$5,000		-$5,000c/		-$5,000c/		$5,250		-$5,000		$5,250d/		-$5,000a/		...	...
Quartile1	$12,223	$11,107	$11,422	$10,539	$10,040	$9,013	$11,708	$10,090	$10,473	$9,481	$10,547	$8,750	$11,252	$10,214	$12,452	$12,044	$11,031	$9,993	...	...
Total	$12,123		$11,443b/		$9,896		$11,858c/		$10,488c/		$10,395		$11,158		$13,031d/		$11,085a/		...	...
Median	$14,312	$12,449	$13,256	$11,713	$11,348	$9,881	$13,358	$11,840	$11,954	$10,565	$12,115	$10,419	$12,264	$11,000	$13,991	$13,445	$12,768	$11,649	...	...
Total	$14,091		$13,330b/		$11,174		$13,443c/		$12,026c/		$12,003		$12,179		$14,423d/		$12,953a/		...	...
Quartile3	$17,204	$13,705	$15,518	$13,324	$13,341	$10.790	$15,371	$13,192	$13,911	$11,944	$13,866	$11,819	$13,555	$11,722	$15,338	$15,048	$14,890	$13,805	...	...
Total	$16,932		$15,704b/		$13,140		$15,468c/		$14,024c/		$13,704		$13,461		$15,774d/		$15,131a/		...	...
Highest intervalf/	$24,000+	$19,750	$24,000+	$20,500	$24,000+	$16,750	$24,000+	$21,500	$24,000+	$17,750	$24,000+	$17,250	$24,000+	$16,750	$24,000+	$17,250	$24,000+	$21,500	...	...
Total	$24,000+		$24,000+b/		$24,000+		$24,000+c/		$24,000+c/		$24,000+		$24,000+		$24,000+d/		$24,000+a/		...	...

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a/ Total includes 14 institutions not reporting data by sex.
b/ Total includes 1 institution not reporting data by sex.
c/ Total includes 2 institutions not reporting data by sex.
d/ Total includes 9 institutions not reporting data by sex.
e/ Exclusive of dedicated personnel.
f/ Salaries shown in columns 2-19 are the mid-point of the $500 salary intervals shown in column 1 above. A minus sign (-) preceding a salary means below that amount. A plus sign (+) following a salary means that amount or more.

TABLE 8.--Associate Professors, by Type of Institution: DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSOCIATE PROFESSORS IN 951 DEGREE-GRANTING INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION AND SEX, 1965-66

Salary interval	Public universities (by enrollment)						Nonpublic universities (by enrollment)				State colleges		Nonpublic colleges (by enrollment)					
	10,000 and over		5,000-9,999		Less than 5,000		5,000 and over		Less than 5,000				1,000 and over		500-999		Under 500	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$24,000 and over	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
22,000-22,999	1	...	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...
21,000-21,999	...	...	...	...	...	...	...	...	4	...	...	...	...	...	...	...	...	...
20,000-20,999	...	...	...	...	...	...	7	...	4	...	...	...	1	...	...	...	...	...
19,500-19,999	...	...	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...
19,000-19,499	1	...	...	...	...	...	7	...	...	...	...	...	1	...	...	...	...	...
18,500-18,999	...	...	...	...	...	...	1	...	2	...	...	...	...	...	...	...	...	...
18,000-18,499	...	...	...	...	...	...	2	...	...	...	...	...	1	...	...	...	...	...
17,500-17,999	1	...	...	...	...	...	2	...	5	...	...	...	...	...	...	...	...	...
17,000-17,499	5	...	...	...	...	...	1	...	6	...	...	...	...	...	...	...	...	...
16,500-16,999	8	...	2	...	...	...	6	...	3	...	...	...	...	...	...	...	...	...
16,000-16,499	42	10	...	...	...	...	12	...	10	2	1	...	1	...	...	...	...	...
15,500-15,999	29	9	23	24	...	...	8	...	13	1	...	...	...	...	...	...	...	...
15,000-15,499	48	5	10	13	1	...	24	...	17	...	1	...	5	...	2	...	...	...
14,500-14,999	57	3	10	3	2	...	21	1	18	1	...	...	3	...	...	...	...	...
14,000-14,499	78	3	27	4	2	...	46	...	35	...	...	...	3	...	...	...	...	...
13,500-13,999	157	4	17	4	9	...	58	1	42	2	14	...	4	...	...	...	...	...
13,000-13,499	223	10	53	5	7	...	155	2	87	...	29	...	11	...	2	...	1	...
12,500-12,999	297	10	103	7	11	...	96	2	71	4	54	1	26	1	2	...	4	...
12,000-12,499	568	34	144	8	26	2	214	8	155	4	107	5	45	6	10	...	7	...
11,500-11,999	673	48	250	34	37	3	201	13	140	10	487	70	104	22	9	...	7	3
11,000-11,499	894	77	314	23	68	3	334	21	241	10	648	134	138	18	21	4	13	...
10,500-10,999	988	109	376	35	100	4	312	33	239	14	638	155	171	36	76	5	6	2
10,000-10,499	1,191	150	498	38	193	20	406	34	329	75	995	205	324	45	122	27	26	1
9,500- 9,999	807	120	451	62	177	32	256	38	328	34	1,204	262	381	39	140	19	10	6
9,000- 9,499	614	123	397	59	224	36	233	48	365	45	1,116	244	493	54	202	60	13	7
8,500- 8,999	305	74	271	54	189	43	114	25	239	31	773	227	441	77	246	73	28	10
8,000- 8,499	156	36	194	29	96	47	75	28	140	37	542	173	354	83	280	76	31	25
7,500- 7,999	33	24	75	22	77	27	20	15	47	33	148	88	216	54	206	81	24	10
7,000- 7,499	28	17	27	11	29	24	18	9	19	12	72	71	134	54	170	66	36	22
6,500- 6,999	12	6	4	3	12	11	6	4	10	9	19	14	54	39	113	60	49	20
6,000- 6,499	6	...	4	2	5	2	4	3	1	3	10	7	42	19	79	67	55	16
5,500- 5,999	1	1	1	2	2	1	1	1	1	1	2	2	11	16	32	20	16	5
5,000- 5,499	...	...	...	...	...	1	...	3	6	...	...	...	22	15	7	11	17	7
Below $5,000	...	...	...	...	...	...	...	...	...	...	1	...	...	1	22	17	1	3
Total	7,223	873	3,251	442	1,267	256	2,640	289	2,579	328	6,861	1,658	2,986	579	1,741	586	344	137
Total individuals	10,398a/		3,825b/		1,655c/		3,183d/		2,907		8,519		3,565		2,327		481	
Dedicated personnel	2	...	...	...	...	...	84	2	135	...	...	...	190	86	84	217	56	152
Total	2		...		...		107d/		135		...		276		301		208	
Number of institutions	42	42	38	34	31	31	27	25	56	47	227	199	185	148	226	177	91	62
Total	48a/		40b/		36c/		28d/		56		227		185		232		99	
Range paid:e/																		
Lowest intervalf/	$5,750	$5,750	$5,750	$5,750	$5,750	$5,250	$5,750	$5,250	$5,250	$5,750	-$5,000	$5,750	$5,250	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000
Total	$5,750a/		$5,750b/		$5,250c/		$5,250d/		$5,250		-$5,000		-$5,000		-$5,000		-$5,000	
Quartile^1	$9,903	$9,245	$9,298	$8,884	$8,753	$7,963	$9,869	$8,685	$9,249	$8,324	$9,066	$8,631	$8,378	$7,507	$7,530	$6,763	$6,473	$6,581
Total	$9,899a/		$9,282b/		$8,672c/		$9,784d/		$9,168		$8,990		$8,245		$7,326		$6,502	
Median	$10,732	$10,118	$10,202	$9,815	$9,499	$8,674	$10,800	$9,612	$10,203	$9,422	$9,810	$9,506	$9,222	$8,555	$8,431	$7,821	$7,472	$7,398
Total	$10,781a/		$10,227b/		$9,504c/		$10,716d/		$10,114		$9,756		$9,138		$8,298		$7,444	
Quartile^3	$11,784	$10,976	$11,223	$11,315	$10,361	$9,500	$12,000	$10,633	$11,436	$10,273	$10,707	$10,379	$10,141	$9,785	$9,373	$8,784	$9,038	$8,395
Total	$11,788a/		$11,326b/		$10,477c/		$11,902d/		$11,323		$10,635		$10,101		$9,228		$8,813	
Highest intervalf/	$22,500	$16,250	$16,750	$15,750	$15,250	$12,250	$20,500	$14,750	$22,500	$16,250	$16,250	$12,750	$20,500	$12,750	$15,250	$11,250	$13,250	$11,750
Total	$22,500a/		$16,750b/		$15,250c/		$20,500d/		$22,500		$16,250		$20,500		$15,250		$13,250	

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a/ Total includes 6 institutions not reporting data by sex. b/ Total includes 2 institutions not reporting data by sex. c/ Total includes 5 institutions not reporting data by sex. d/ Total includes 1 institution not reporting data by sex. e/ Exclusive of dedicated personnel. f/ Salaries shown in columns 2-19 are the mid-point of the $500 salary intervals as shown in column 1 above. A minus sign (-) preceding a salary means below that amount.

TABLE 9.--Associate Professors, by Geographic Region: DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSOCIATE PROFESSORS IN 951 DEGREE-GRANTING INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION AND SEX, 1965-66

Salary interval	New England		Mideast		Southeast		Great Lakes		Plains		Southwest		Rocky Mountains		Far West		All regions			
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total a/	
																			Number	Cumulative percent
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
$24,000 and over	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
22,000-22,999	...	...	...	...	...	...	1	...	...	...	...	...	...	...	1	...	2	...	2	0.01%
21,000-21,999	...	...	3	...	...	...	1	...	...	...	...	...	...	...	...	...	4	...	4	0.02
20,000-20,999	...	...	8	...	...	...	3	...	1	...	...	...	...	...	...	...	12	...	12	0.05
19,500-19,999	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	1	...	1	0.05
19,000-19,499	...	...	5	...	...	...	1	...	1	...	...	...	...	...	2	...	9	...	10	0.08
18,500-18,999	...	...	1	...	...	...	2	...	...	...	...	...	...	...	...	...	3	...	3	0.09
18,000-18,499	1	...	1	...	...	...	...	...	1	...	...	...	...	...	...	...	3	...	3	0.09
17,500-17,999	1	...	1	...	...	...	5	...	...	...	...	...	...	...	1	...	8	...	9	0.12
17,000-17,499	1	...	4	...	...	...	6	...	...	...	1	...	...	...	...	...	12	...	14	0.16
16,500-16,999	1	...	6	...	4	...	4	...	1	...	...	...	1	...	2	...	19	...	20	0.21
16,000-16,499	6	1	39	10	1	...	15	1	1	...	2	...	...	...	2	...	66	12	83	0.44
15,500-15,999	3	...	48	34	...	...	16	...	...	...	1	...	...	...	5	...	73	34	111	0.74
15,000-15,499	12	...	28	18	10	...	33	...	11	...	6	...	2	...	6	...	108	18	134	1.10
14,500-14,999	14	...	34	5	5	...	30	2	8	...	10	...	...	...	10	1	111	8	131	1.46
14,000-14,499	26	1	45	4	27	...	53	...	11	...	15	1	...	...	14	1	191	7	228	2.08
13,500-13,999	27	2	76	8	30	...	85	...	16	...	27	1	5	...	35	...	301	11	357	3.04
13,000-13,499	84	...	135	6	60	1	133	4	33	1	44	1	8	...	71	4	568	17	657	4.83
12,500-12,999	68	5	148	10	93	...	184	7	49	1	73	2	7	...	42	...	664	25	1,056	7.69
12,000-12,499	160	6	267	16	173	6	320	22	91	4	122	4	20	...	123	9	1,276	67	1,520	11.81
11,500-11,999	161	26	285	45	204	8	459	45	116	7	122	4	33	2	528	66	1,908	203	2,514	18.64
11,000-11,499	264	24	423	63	302	12	582	62	171	14	237	14	78	1	614	100	2,671	290	3,554	28.28
10,500-10,999	286	67	526	92	378	18	722	87	241	21	248	26	120	7	385	75	2,906	393	3,550	37.91
10,000-10,499	455	66	634	115	558	40	887	139	357	51	359	85	185	8	649	91	4,084	595	5,038	51.58
9,500- 9,999	284	44	733	168	644	88	632	110	303	36	361	61	255	20	542	85	3,754	612	4,571	63.98
9,000- 9,499	240	30	721	145	800	141	599	123	382	52	357	74	239	41	319	70	3,657	676	4,478	76.13
8,500- 8,999	184	27	497	136	759	194	312	72	323	67	239	47	145	35	147	36	2,606	614	3,288	85.05
8,000- 8,499	129	28	377	80	643	172	198	83	249	69	138	37	62	15	72	50	1,868	534	2,454	91.70
7,500- 7,999	50	10	91	37	359	150	94	44	114	50	91	35	9	5	38	23	846	354	1,219	95.01
7,000- 7,499	18	5	45	17	239	142	69	36	75	42	64	28	12	9	11	7	533	286	819	97.23
6,500- 6,999	6	...	16	3	122	78	30	16	30	20	53	33	3	8	19	8	279	166	445	98.44
6,000- 6,499	3	3	14	5	78	66	20	4	20	13	33	18	5	7	33	3	206	119	325	99.32
5,500- 5,999	...	...	6	2	30	22	16	7	3	6	4	6	7	4	1	2	67	49	116	99.64
5,000- 5,499	2	...	6	3	8	15	6	5	18	3	6	7	...	1	6	3	52	37	89	99.88
Below $5,000	9	4	1	1	6	9	2	1	6	5	...	...	...	...	...	1	24	21	45	100.00
Total	2,495	349	5,225	1,023	5,533	1,162	5,520	870	2,632	462	2,613	484	1,196	163	3,678	635	28,892	5,148	...	...
Total individuals	2,844		6,667b/		6,695		7,499c/		3,597c/		3,097		1,359		5,102d/		36,860a/		...	...
Dedicated personnel	58	34	191	119	37	28	123	149	61	87	8	13	6	7	67	20	551	57	...	...
Total	92		310		65		272		169b/		21		13		87		1,029b/		...	...
Number of institutions	81	61	172	139	208	182	162	135	116	96	72	62	30	24	82	66	923	765	...	...
Total	81		178b/		209		167c/		121c/		72		30		93d/		951a/		...	...
Range paid:e/																				
Lowest intervalf/	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	$5,250	$5,250	$5,750	$5,250	$5,250	-$5,000	-$5,000	-$5,000	...	...
Total	-$5,000		-$5,000b/		-$5,000		-$5,000c/		-$5,000c/		$5,250		$5,250		-$5,000d/		-$5,000a/		...	...
Quartile^{1}	$9,464	$9,171	$9,176	$8,896	$8,421	$7,354	$9,527	$8,649	$8,721	$7,765	$9,035	$7,914	$9,117	$8,225	$9,752	$9,184	$9,099	$8,258	...	...
Total	$9,431		$9,184b/		$8,215		$9,521c/		$8,632c/		$8,887		$9,023		$9,840d/		$9,046a/		...	...
Median	$10,354	$10,178	$10,083	$9,746	$9,327	$8,288	$10,441	$9,700	$9,658	$8,672	$9,945	$9,209	$9,727	$8,964	$10,503	$10,162	$10,064	$9,322	...	...
Total	$10,332		$10,104b/		$9,136		$10,436c/		$9,622c/		$9,830		$9,632		$10,846d/		$10,058a/		...	...
Quartile^{3}	$11,389	$10,834	$11,298	$10,800	$10,414	$9,083	$11,475	$10,572	$10,695	$9,771	$11,014	$10,100	$10,432	$9,466	$11,437	$11,111	$11,140	$10,371	...	...
Total	$11,318		$11,275b/		$10,214		$11,478c/		$10,694c/		$10,841		$10,356		$11,584d/		$11,170a/		...	...
Highest intervalf/	$18,250	$16,250	$21,500	$16,250	$16,750	$13,250	$22,500	$16,250	$20,500	$13,250	$17,250	$14,250	$16,750	$11,750	$22,500	$14,750	$22,500	$16,250	...	...
Total	$18,250		$21,500b/		$16,750		$22,500c/		$20,500c/		$17,250		$16,750		$22,500d/		$22,500a/		...	...

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a/ Total includes 14 institutions not reporting data by sex.
b/ Total includes 1 institution not reporting data by sex.
c/ Total includes 2 institutions not reporting data by sex.
d/ Total includes 9 institutions not reporting data by sex.
e/ Exclusive of dedicated personnel.
f/ Salaries shown in columns 2-19 are the mid-point of the $500 salary intervals shown in column 1 above. A minus sign (-) preceding a salary means below that amount.

TABLE 10.--Assistant Professors, by Type of Institution: DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSISTANT PROFESSORS IN 965 DEGREE-GRANTING INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION AND SEX, 1965-66

Salary interval	Public universities (by enrollment)						Nonpublic universities (by enrollment)				State colleges		Nonpublic colleges (by enrollment)					
	10,000 and over		5,000-9,999		Less than 5,000		5,000 and over		Less than 5,000				1,000 and over		500-999		Under 500	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$24,000 and over	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
22,000-22,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
21,000-21,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
20,000-20,999	...	...	...	...	...	...	...	...	3	...	...	...	...	...	...	...	...	...
19,500-19,999	...	...	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...
19,000-19,499	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
18,500-18,999	...	...	...	...	...	...	...	...	2	...	...	...	...	...	...	...	...	...
18,000-18,499	...	...	...	...	...	...	1	...	3	...	...	...	...	...	...	...	...	...
17,500-17,999	...	...	...	...	...	...	3	...	3	...	...	...	...	...	...	...	...	...
17,000-17,499	...	...	...	...	...	...	...	...	3	...	...	...	2	...	...	...	...	...
16,500-16,999	...	...	...	...	...	...	5	...	2	...	...	...	...	...	...	...	...	...
16,000-16,499	1	...	...	...	...	...	1	...	2	...	...	...	...	...	...	...	...	...
15,500-15,999	...	...	...	...	...	...	2	...	4	...	...	...	...	...	...	...	...	...
15,000-15,499	2	...	1	...	...	...	2	...	3	1	...	...	...	...	...	...	...	...
14,500-14,999	4	...	...	...	...	...	9	1	4	...	...	...	...	...	...	...	...	...
14,000-14,499	6	...	...	...	...	...	5	...	4	...	...	...	1	...	...	...	...	...
13,500-13,999	5	...	...	1	...	...	3	...	4	...	...	...	...	...	...	...	...	...
13,000-13,499	53	39	1	...	...	...	15	1	16	...	...	...	3	...	...	...	...	...
12,500-12,999	20	3	17	30	...	...	10	1	8	1	...	...	...	...	...	...	...	...
12,000-12,499	58	4	20	4	1	...	34	...	19	1	4	...	4	...	...	...	...	1
11,500-11,999	72	...	36	13	2	...	27	1	12	...	5	...	1	...	...	...	1	...
11,000-11,499	172	11	41	5	11	1	69	1	43	...	28	14	6	...	2	...	...	...
10,500-10,999	305	14	111	20	24	1	86	5	58	1	28	1	18	...	3	1	1	...
10,000-10,499	729	55	242	32	50	1	207	13	144	8	149	37	59	1	13	2	4	...
9,500- 9,999	933	88	344	33	100	7	279	20	256	13	404	94	152	26	30	2	9	...
9,000- 9,499	1,707	176	646	88	196	15	524	40	422	36	1,215	300	306	41	83	12	22	1
8,500- 8,999	1,631	239	718	98	247	31	552	61	578	46	2,535	679	625	80	175	36	15	4
8,000- 8,499	1,495	291	762	104	343	46	661	102	666	86	2,079	615	876	127	410	61	29	7
7,500- 7,999	782	198	541	135	315	76	407	111	484	100	1,541	526	861	155	434	112	39	9
7,000- 7,499	336	150	380	215	180	84	181	68	287	123	998	414	671	202	478	176	63	32
6,500- 6,999	112	51	125	79	88	62	56	45	86	63	400	241	339	176	382	159	61	32
6,000- 6,499	50	32	61	44	43	47	23	32	40	32	184	106	171	126	265	187	58	47
5,500- 5,999	17	13	17	11	6	25	5	19	15	9	15	21	51	58	99	75	62	37
5,000- 5,499	5	2	2	8	1	2	2	7	1	3	8	7	40	42	37	51	39	26
Below $5,000	5	...	1	...	...	...	...	1	...	...	1	1	50	35	56	34	17	18
Total	8,500	1,366	4,066	920	1,607	398	3,169	529	3,173	523	9,594	3,056	4,236	1,069	2,467	908	420	214
Total individuals	13,064a/		5,260b/		2,277c/		3,964d/		3,696		12,650		5,305		3,375		634	
Dedicated personnel	7	...	...	...	...	2	194	3	214	3	1	...	253	116	78	250	53	213
Total	7		...		2		213d/		217		1		369		328		266	
Number of institutions	42	42	38	38	31	31	27	26	56	53	227	210	184	163	234	202	101	74
Total	48a/		40b/		36c/		28d/		56		228		185		236		108	
Range paid:e/																		
Lowest intervalf/	-$5,000	$5,250	-$5,000	$5,250	$5,250	$5,250	$5,250	-$5,000	$5,250	$5,250	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000
Total	-$5,000a/		-$5,000b/		$5,250c/		-$5,000d/		$5,250		-$5,000		-$5,000		-$5,000		-$5,000	
Quartile^{1}	$8,274	$7,736	$7,898	$7,205	$7,633	$6,706	$8,089	$7,208	$7,876	$7,097	$7,757	$7,469	$7,304	$6,518	$6,709	$6,179	$5,895	$5,628
Total	$8,271a/		$7,775b/		$7,540c/		$8,005d/		$7,727		$7,685		$7,136		$6,537		$5,795	
Median	$8,944	$8,407	$8,600	$7,881	$8,249	$7,375	$8,726	$7,917	$8,506	$7,658	$8,397	$8,172	$7,962	$7,241	$7,413	$6,836	$6,779	$6,277
Total	$8,918a/		$8,579b/		$8,269c/		$8,610d/		$8,402		$8,346		$7,840		$7,262		$6,570	
Quartile^{3}	$9,626	$9,138	$9,342	$8,980	$8,964	$8,027	$9,467	$8,596	$9,264	$8,362	$8,888	$8,766	$8,594	$8,031	$8,121	$7,497	$7,692	$7,008
Total	$9,556a/		$9,327b/		$9,032c/		$9,412d/		$9,167		$8,863		$8,499		$7,987		$7,413	
Highest intervalf/	$16,250	$13,250	$15,250	$13,750	$12,250	$11,250	$18,250	$14,750	$20,500	$15,250	$12,250	$11,250	$17,250	$10,250	$11,250	$10,750	$11,750	$12,250
Total	$17,250a/		$15,250b/		$12,250c/		$18,250d/		$20,500		$12,250		$17,250		$11,250		$12,250	

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a/ Total includes 6 institutions not reporting data by sex. b/ Total includes 2 institutions not reporting data by sex. c/ Total includes 5 institutions not reporting data by sex. d/ Total includes 1 institution not reporting data by sex. e/ Exclusive of dedicated personnel. f/ Salaries shown in columns 2-19 are the mid-point of the $500 salary intervals as shown in column 1 above. A minus sign (-) preceding a salary means below that amount.

TABLE 11.--Assistant Professors, by Geographic Region: DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSISTANT PROFESSORS IN 965 DEGREE-GRANTING INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION AND SEX, 1965-66

Salary interval	New England		Mideast		Southeast		Great Lakes		Plains		Southwest		Rocky Mountain		Far West		All regions			
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total[a]	
																			Number	Cumulative percent
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
$24,000 and over	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
22,000-22,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
21,000-21,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
20,000-20,999	...	...	...	...	...	...	3	...	...	...	...	...	...	...	...	...	3	...	3	0.01%
19,500-19,999	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...	1	...	1	0.01
19,000-19,499	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	0.01
18,500-18,999	...	...	...	...	...	...	2	...	...	...	...	...	...	...	...	...	2	...	2	0.01
18,000-18,499	...	...	1	...	...	...	3	...	...	...	...	...	...	...	...	...	4	...	4	0.02
17,500-17,999	...	...	4	...	...	...	2	...	...	...	...	...	...	...	...	...	6	...	6	0.03
17,000-17,499	...	...	...	...	...	...	3	...	2	...	...	...	...	...	...	...	5	...	6	0.04
16,500-16,999	...	...	5	...	...	...	2	...	...	...	...	...	...	...	...	...	7	...	7	0.06
16,000-16,499	...	...	1	...	...	...	3	...	...	...	...	...	...	...	...	...	4	...	4	0.07
15,500-15,999	...	...	2	...	...	...	4	...	...	...	...	...	...	...	...	...	6	...	7	0.08
15,000-15,499	1	...	1	...	1	...	5	1	...	...	...	...	...	...	...	...	8	1	9	0.10
14,500-14,999	...	...	10	1	...	...	4	...	2	...	...	...	...	...	1	...	17	1	19	0.14
14,000-14,499	2	...	2	...	...	...	8	...	1	...	3	...	...	...	...	...	16	...	21	0.18
13,500-13,999	...	...	3	1	...	...	6	...	...	...	1	...	...	...	2	...	12	1	17	0.21
13,000-13,499	3	...	52	39	3	...	22	...	4	...	3	...	1	...	...	1	88	40	130	0.47
12,500-12,999	1	...	27	34	2	...	14	1	3	...	5	...	1	...	2	...	55	35	102	0.67
12,000-12,499	19	3	46	6	15	1	40	...	4	...	9	...	2	...	5	...	140	10	163	1.00
11,500-11,999	5	...	41	13	23	...	41	1	18	...	21	...	...	...	7	...	156	14	192	1.38
11,000-11,499	52	14	79	12	48	1	91	3	30	...	42	...	7	...	23	2	372	32	456	2.29
10,500-10,999	43	4	135	28	96	1	170	4	64	...	69	4	11	...	46	2	634	43	765	3.81
10,000-10,499	151	9	334	57	236	5	365	52	207	9	174	8	37	1	93	8	1,597	149	2,013	7.82
9,500- 9,999	256	38	518	90	334	18	609	82	266	30	233	5	78	2	213	18	2,507	283	3,409	14.61
9,000- 9,499	516	94	685	128	575	41	1,434	244	470	43	446	28	209	7	786	124	5,121	709	6,844	28.23
8,500- 8,999	602	114	1,186	204	807	84	1,462	247	527	70	565	82	264	28	1,663	445	7,076	1,274	9,400	46.95
8,000- 8,499	775	107	1,307	356	1,252	242	1,433	268	706	122	582	129	366	47	900	168	7,321	1,439	9,282	65.43
7,500- 7,999	478	109	1,000	302	1,177	349	819	223	708	139	405	144	299	61	518	95	5,404	1,422	7,024	79.41
7,000- 7,499	269	79	703	234	1,077	541	434	206	491	181	204	82	141	51	255	90	3,574	1,464	5,127	89.62
6,500- 6,999	86	50	249	139	670	371	202	127	226	93	113	69	36	26	67	33	1,649	908	2,601	94.80
6,000- 6,499	22	18	163	76	359	334	96	67	95	58	88	56	32	20	40	24	895	653	1,552	97.89
5,500- 5,999	5	6	16	15	114	154	29	16	26	14	51	40	7	7	39	16	287	268	556	99.00
5,000- 5,499	...	4	4	7	72	82	19	9	13	12	12	25	6	3	9	6	135	148	283	99.56
Below $5,000	6	2	2	2	52	57	8	4	50	7	4	10	...	...	8	7	130	89	220	100.00
Total	3,292	651	6,576	1,744	6,913	2,281	7,334	1,555	3,913	778	3,030	682	1,497	253	4,677	1,039	37,232	8,983	...	...
Total individuals	3,943		8,841b/		9,194		10,224c/		5,211c/		3,712		1,750		7,350d/		50,225a/		...	...
Dedicated personnel	70	45	330	186	44	44	178	140	62	111	23	7	11	15	82	39	800	587	...	...
Total	115		516		88		318		189b/		30		26		121		1,403b/		...	...
Number of institutions	84	71	180	155	207	200	164	142	119	106	72	66	30	27	84	72	940	839	...	...
Total	85		183b/		209		170c/		123c/		72		30		93d/		965a/		...	...
Range paid:e/																				
Lowest intervalf/	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	$5,250	$5,250	-$5,000	-$5,000	-$5,000	-$5,000	...	...
Total	-$5,000		-$5,000b/		-$5,000		-$5,000c/		-$5,000c/		-$5,000		$5,250		-$5,000d/		-$5,000a/		...	...
Quartile^1	$7,955	$7,517	$7,754	$7,421	$7,214	$6,415	$8,079	$7,402	$7,555	$7.029	$7.852	$6,786	$7,755	$7,071	$8,130	$7,941	$7,740	$7,077	...	...
Total	$7,874		$7,724b/		$7,010		$8,038c/		$7,472c/		$7,656		$7,651		$8,293d/		$7,658a/		...	...
Median	$8,504	$8,269	$8,440	$8,136	$7,973	$7,132	$8,714	$8,234	$8,246	$7,586	$8,550	$7,705	$8,311	$7,660	$8,651	$8,590	$8,446	$7,870	...	...
Total	$8,475		$8,414b/		$7,734		$8,691c/		$8,177c/		$8,389		$8,225		$8,763d/		$8,417a/		...	...
Quartile^3	$9,219	$8,997	$9,220	$8,934	$8,755	$7,746	$9,348	$8,998	$9,099	$8,326	$9,279	$8,331	$8,946	$8,231	$9,006	$8,882	$9,139	$8,657	...	...
Total	$9,185		$9,186b/		$8,497		$9,351c/		$8,994c/		$9,130		$8,860		$9,186d/		$9,119a/		...	...
Highest intervalf/	$15,250	$12,250	$18,250	$14,750	$15,250	$12,250	$20,500	$15,250	$17,250	$10,250	$14,250	$10,750	$13,250	$10,250	$14,750	$13,250	$20,500	$15,250	...	...
Total	$15,250		$18,250b/		$15,250		$20,500c/		$17,250c/		$14,250		$13,250		$14,750d/		$20,500a/		...	...

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a/ Total includes 14 institutions not reporting data by sex.
b/ Total includes 1 institution not reporting data by sex.
c/ Total includes 2 institutions not reporting data by sex.
d/ Total includes 9 institutions not reporting data by sex.
e/ Exclusive of dedicated personnel.
f/ Salaries shown in columns 2-19 are the mid-point of the $500 salary intervals shown in column 1 above. A minus sign (-) preceding a salary means below that amount.

TABLE 12.--Instructors, by Type of Institution: DISTRIBUTION OF SALARIES PAID TO FULL-TIME INSTRUCTORS IN 955 DEGREE-GRANTING INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION AND SEX, 1965-66

Salary interval	Public universities (by enrollment)						Nonpublic universities (by enrollment)				State colleges		Nonpublic colleges (by enrollment)					
	10,000 and over		5,000-9,999		Less than 5,000		5,000 and over		Less than 5,000				1,000 and over		500-999		Under 500	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$24,000 and over	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
22,000-22,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
21,000-21,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
20,000-20,999	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
19,500-19,999	...	...	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...
19,000-19,499	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
18,500-18,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
18,000-18,499	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
17,500-17,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
17,000-17,499	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
16,500-16,999	...	...	...	...	...	...	...	...	...	...	...	...	1	...	...	...	...	...
16,000-16,499	1	...	...	...	...	...	4	...	1	...	...	...	4	...	...	...	...	...
15,500-15,999	...	...	...	...	...	...	2	...	1	...	...	...	...	...	...	...	...	...
15,000-15,499	3	...	...	...	...	1	1	1	...	...	...	...	...	1	...	...	...	...
14,500-14,999	1	...	...	...	...	...	2	...	4	...	...	...	...	...	...	...	...	...
14,000-14,499	...	...	...	...	...	...	1	...	2	...	...	...	1	...	...	...	...	...
13,500-13,999	2	...	...	...	...	...	3	1	3	1	...	...	...	...	...	...	...	...
13,000-13,499	4	...	1	...	...	...	6	...	3	...	...	...	3	...	2	...	...	...
12,500-12,999	6	...	1	...	1	...	1	...	4	...	...	...	...	...	...	...	...	...
12,000-12,499	3	1	1	1	...	...	8	...	8	3	...	...	2	1	1	...	...	...
11,500-11,999	6	1	1	...	...	...	2	...	2	...	...	...	5	...	1	...	...	...
11,000-11,499	16	4	8	7	...	...	3	...	14	4	...	...	6	1	1	1	...	...
10,500-10,999	22	2	9	2	2	...	9	2	8	2	2	...	3	1	1	...	2	...
10,000-10,499	32	5	14	10	2	...	19	1	8	1	3	...	7	2	4	...	1	...
9,500- 9,999	53	10	20	4	3	1	16	2	25	6	7	3	10	...	6	1	4	...
9,000- 9,499	107	18	46	25	9	2	32	7	30	5	19	17	22	3	11	2	1	...
8,500- 8,999	170	33	96	22	16	3	38	9	27	10	78	55	60	6	15	5	7	3
8,000- 8,499	415	85	148	72	36	4	77	16	74	18	310	111	120	23	44	8	7	4
7,500- 7,999	580	163	257	79	69	12	165	39	160	21	660	212	294	66	102	23	14	3
7,000- 7,499	805	264	363	104	141	49	299	83	272	55	1,241	508	543	137	211	63	31	10
6,500- 6,999	748	364	468	210	246	99	306	126	317	116	1,289	671	600	191	352	136	61	22
6,000- 6,499	739	389	403	292	175	144	265	139	260	159	896	595	546	282	374	257	80	78
5,500- 5,999	339	202	169	123	66	93	95	84	90	73	263	296	194	212	230	200	56	69
5,000- 5,499	145	117	98	59	30	44	28	26	49	31	117	126	102	108	133	122	44	54
Below $5,000	64	93	27	34	6	4	5	17	9	25	40	40	124	134	227	160	95	97
Total	4,263	1,751	2,130	1,044	802	456	1,387	553	1,372	530	4,925	2,634	2,647	1,168	1,715	978	403	340
Total individuals	7,523a/		3,249b/		1,323c/		2,123d/		1,902		7,559		3,815		2,693		743	
Dedicated personnel	7	...	...	...	...	2	52	...	117	9	9	...	200	120	97	301	78	233
Total	7		...		2		59d/		126		9		320		398		311	
Number of institutions	42	42	38	37	31	31	27	25	55	51	221	208	185	165	227	196	90	89
Total	48a/		40b/		36c/		28d/		55		223		186		232		107	
Range paid:e/																		
Lowest intervalf/	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000
Total	-$5,000a/		-$5,000b/		-$5,000c/		-$5,000d/		-$5,000		-$5,000		-$5,000		-$5,000		-$5,000	
Quartile^{1}	$6,350	$6,033	$6,296	$6,077	$6,281	$5,855	$6,413	$6,040	$6,375	$6,011	$6,453	$6,165	$6,221	$5,618	$5,649	$5,346	$5,065	$4,938
Total	$6,282a/		$6,217b/		$6,138c/		$6,319d/		$6,237		$6,338		$6,048		$5,536		$4,984	
Median	$7,060	$6,602	$6,893	$6,533	$6,752	$6,302	$6,991	$6,542	$6,938	$6,428	$6,945	$6,694	$6,798	$6,230	$6,358	$6,014	$6,041	$5,638
Total	$6,956a/		$6,794b/		$6,631c/		$6,897d/		$6,794		$6,859		$6,630		$6,218		$5,826	
Quartile^{3}	$7,808	$7,281	$7,635	$7,313	$7,278	$6,788	$7,628	$7,137	$7,600	$6,972	$7,439	$7,244	$7,386	$6,866	$6,958	$6,489	$6,723	$6,224
Total	$7,692a/		$7,564b/		$7,129c/		$7,489d/		$7,455		$7,382		$7,271		$6,825		$6,450	
Highest intervalf/	$20,500	$12,250	$13,250	$12,250	$12,750	$15,250	$16,250	$15,250	$19,750	$13,750	$10,750	$9,750	$16,750	$15,250	$13,250	$11,250	$10,750	$8,750
Total	$20,500a/		$13,750b/		$15,250c/		$16,250d/		$19,750		$10,750		$16,750		$13,250		$10,750	

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a/ Total includes 6 institutions not reporting data by sex. b/ Total includes 2 institutions not reporting data by sex. c/ Total includes 5 institutions not reporting data by sex. d/ Total includes 1 institution not reporting data by sex. e/ Exclusive of dedicated personnel. f/ Salaries shown in columns 2-19 are the mid-point of the $500 salary intervals as shown in column 1 above. A minus sign (-) preceding a salary means below that amount.

TABLE 13.--Instructors, by Geographic Region: DISTRIBUTION OF SALARIES PAID TO FULL-TIME INSTRUCTORS IN 955 DEGREE-GRANTING INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION AND SEX, 1965-66

Salary interval	New England		Mideast		Southeast		Great Lakes		Plains		Southwest		Rocky Mountain		Far West		All regions			
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total^a/	
																			Number	Cumulative percent
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
$24,000 and over	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
22,000-22,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
21,000-21,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
20,000-20,999	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...	1	...	1	*
19,500-19,999	...	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...	1	...	1	0.01%
19,000-19,499	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	0.01
18,500-18,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1	0.01
18,000-18,499	...	...	...	...	...	...	...	...	...	...	1	...	...	...	...	...	1	...	1	0.01
17,500-17,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	0.01
17,000-17,499	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	0.01
16,500-16,999	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1	...	2	0.02
16,000-16,499	2	...	2	...	...	...	2	...	4	...	...	...	...	...	...	...	10	...	10	0.05
15,500-15,999	...	...	2	...	...	...	1	...	...	...	...	...	...	...	...	...	3	...	3	0.06
15,000-15,499	...	...	2	1	...	1	...	...	...	1	2	...	...	...	...	...	4	3	8	0.09
14,500-14,999	...	...	2	...	...	...	4	...	...	...	...	...	...	...	1	...	7	...	8	0.11
14,000-14,499	...	...	1	...	...	...	2	...	1	...	...	...	...	...	...	...	4	...	4	0.13
13,500-13,999	1	...	4	1	...	...	3	1	...	...	...	...	...	...	...	...	8	2	12	0.16
13,000-13,499	3	...	6	...	3	...	4	...	2	...	...	...	1	...	...	...	19	...	21	0.23
12,500-12,999	...	...	3	...	1	...	6	...	...	...	1	...	...	...	2	...	13	...	17	0.29
12,000-12,499	3	...	8	1	...	...	9	4	1	1	1	...	...	...	1	...	23	6	32	0.39
11,500-11,999	2	...	3	...	2	...	7	1	3	...	...	...	...	...	...	...	17	1	25	0.47
11,000-11,499	1	...	19	9	4	1	17	2	4	4	2	1	...	...	1	...	48	17	78	0.72
10,500-10,999	3	...	17	4	6	...	24	2	3	1	2	...	1	...	2	2	58	9	74	0.96
10,000-10,499	8	...	32	14	10	...	21	1	11	3	3	1	...	...	5	...	90	19	134	1.40
9,500- 9,999	7	2	54	12	14	2	41	7	8	2	8	1	4	...	8	1	144	27	195	2.03
9,000- 9,499	22	6	75	36	19	8	84	14	35	9	17	1	5	3	20	2	277	79	395	3.30
8,500- 8,999	62	13	118	44	50	20	144	25	71	32	25	3	8	3	29	6	507	146	716	5.62
8,000- 8,499	156	39	196	78	84	21	423	100	131	32	88	12	37	10	116	49	1,231	341	1,707	11.14
7,500- 7,999	274	89	404	124	185	34	682	189	294	70	202	40	94	16	166	56	2,301	618	3,217	21.54
7,000- 7,499	509	162	732	257	445	119	965	287	464	169	316	110	176	35	299	134	3,906	1,273	5,554	39.50
6,500- 6,999	342	160	947	446	823	319	816	355	660	271	362	181	179	82	258	121	4,387	1,935	6,787	61.44
6,000- 6,499	286	160	724	411	999	616	708	473	435	254	301	199	130	104	155	118	3,738	2,335	6,221	81.55
5,500- 5,999	77	53	251	213	514	526	264	221	181	149	101	85	51	45	63	60	1,502	1,352	3,030	91.35
5,000- 5,499	26	17	105	58	273	329	115	86	89	83	83	72	26	18	29	24	746	687	1,473	96.11
Below $5,000	27	18	123	89	207	253	68	62	72	81	29	55	15	6	51	40	597	604	1,203	100.00
Total	1,812	719	3,835	1,798	3,639	2,249	4,412	1,830	2,469	1,162	1,544	761	727	322	1,206	613	19,644	9,454	...	...
Total individuals	2,531		5,959b/		5,888		6,954c/		4,006c/		2,305		1,049		2,246d/		30,930a/		...	...
Dedicated personnel	57	49	171	181	69	81	100	152	53	128	25	16	5	10	80	48	560	665	...	...
Total	106		352		150		252		188b/		41		15		128		1,232b/		...	...
Number of institutions .	85	69	176	158	199	190	166	156	112	106	68	65	29	25	81	75	916	844	...	...
Total	85		182b/		206		171c/		121c/		70		29		91d/		955a/		...	...
Range paid:e/																				
Lowest intervalf/	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	...	...
Total	-$5,000		-$5,000b/		-$5,000		-$5,000c/		-$5,000c/		-$5,000		-$5,000		-$5,000d/		-$5,000a/		...	...
Quartile^{1}	$6,554	$6,287	$6,328	$6,109	$5,918	$5,470	$6,463	$6,094	$6,316	$5,924	$6,287	$5,872	$6,345	$6,055	$6,507	$6,124	$6,273	$5,904	...	...
Total	$6.465		$6,284b/		$5,697		$6,327c/		$6,147c/		$6,151		$6,216		$6,516d/		$6,163a/		...	...
Median	$7,145	$6,848	$6,875	$6,643	$6,413	$6,013	$7,122	$6,603	$6,847	$6,526	$6,856	$6,423	$6,895	$6,442	$7,079	$6,767	$6,864	$6,454	...	...
Total	$7,074		$6,840b/		$6,261		$7,008c/		$6,737c/		$6,709		$6,748		$6,989d/		$6,761a/		...	...
Quartile^{3}	$7,668	$7,405	$7,493	$7,256	$6,947	$6,470	$7,773	$7,306	$7,447	$7,099	$7,446	$6,941	$7,410	$6,918	$7,649	$7,361	$7,483	$7,088	...	...
Total	$7,584		$7,451b/		$6,806		$7,681c/		$7,351c/		$7,306		$7,310		$7,628d/		$7,404a/		...	...
Highest intervalf/	$16,750	$9,750	$16,250	$15,250	$13,250	$15,250	$20,500	$13,750	$16,250	$15,250	$18,250	$11,250	$13,250	$9,250	$14,750	$10,750	$20,500	$15,250	...	...
Total	$16,750		$16,250b/		$15,250		$20,500c/		$16,250c/		$18,250		$13,250		$18,750d/		$20,500a/		...	...

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a/ Total includes 14 institutions not reporting data by sex. b/ Total includes 1 institution not reporting data by sex. c/ Total includes 2 institutions not reporting data by sex. d/ Total includes 9 institutions not reporting data by sex. e/ Exclusive of dedicated personnel. f/ Salaries shown in columns 2-19 are the mid-point of the $500 salary intervals shown in column 1 above. A minus sign (-) preceding a salary means below that amount. *Less than 1/100 of 1 percent.

although for the nation as a whole there is considerable overlapping of salaries among the ranks.

Professors--The median salary of the 40,037 persons having the rank of professor in 1,266 institutions is $12,953 for nine months' teaching. This salary is $15,131 or greater among one-fourth of those holding the rank of professor; and, about 1 in 20 (5.1 percent) is paid $19,500 or more. One-fourth of the professors are paid $11,085 or less for the nine months' teaching; and about 1 in 20 (5.4 percent) receives less than $9,000.

The median salaries paid to professors in the various types of institutions range from $15,132 in the large nonpublic universities down to $9,108 in the smallest nonpublic colleges. The interquartile range and median of salaries paid to professors in each type of institution are as follows:

Type of institution	Interquartile range	Median
Public universities (by enrollment)		
10,000 and over	$3,628	$14,053
5,000 to 9,999	3,178	12,797
Less than 5,000	3,141	11,797
Nonpublic universities (by enrollment)		
5,000 and over	5,354	15,132
Less than 5,000	4,722	13,536
State colleges	2,814	12,005
Nonpublic colleges (by enrollment)		
1,000 and over	3,336	11,164
500 to 999	2,945	9,866
Less than 500	3,063	9,108
All professors	$4,046	$12,953

The institutions seem to group themselves into four categories in the dispersion of salaries paid to persons holding the rank of professor: (a) rather low variation ($2,814 to $3,178)--among medium and small public universities, state colleges, and medium and small nonpublic colleges; (b) low-moderate variation ($3,336)--among large nonpublic colleges; (c) moderate variation ($3,628)--among the large public universities; and (d) wide variation ($4,722 to $5,354)--among the two groupings of nonpublic universities.

The range of the median salaries in the various regions is from $14,423 in the Far West down to $11,174 among professors in the Southeast. This wide regional difference in salaries is demonstrated by the quartiles; the first quartile of salaries in the Far West ($13,031) is only $109 lower than the third quartile of salaries in the Southeast ($13,140). In general terms, the level of salary above which about three-fourths of the professors in the Far West are paid is about the same as that below which about three-fourths of the professors in the Southeast are paid.

The median salary reported for the 3,149 women professors (8.7 percent of all professors for whom salaries are reported by sex) is $11,649 lower by 8.8 percent than the $12,768 median of salaries paid to men professors.

The median salaries paid to professors in all reporting institutions in the most recent three surveys conducted by the NEA Research Division are as follows:

Session	Median salaries
1961-62	$10,256
1963-64	11,312
1965-66	12,953

Associate professors--Contained in Tables 8 and 9 are the distributions of salaries paid to full-time faculty personnel holding rank of associate professor in 951 colleges and universities, grouped by type of institution and by regional location of the institution. The median of salaries paid to 36,860 associate professors is $10,058. One person in 4 holding this rank is being paid $11,170 or more this session; about 1 in 20 (4.8 percent) is being paid $13,000 or more this session. At the other end of the distribution, one-fourth of the associate professors are being paid $9,046 or less; about 1 in 20 receives less than $7,500 for nine months' teaching.

The median salaries vary widely among the different types of institutions; $10,781 in large public universities down to $7,444 in small nonpublic colleges. The extent of divergence in salaries among persons having this rank in each of the types of institutions also differs as shown below:

Type of institution	Interquartile range	Median
Public universities (by enrollment)		
10,000 and over	$1,889	$10,781
5,000 to 9,999	2,044	10,227
Less than 5,000	1,805	9,504
Nonpublic universities (by enrollment)		
5,000 and over	2,118	10,716
Less than 5,000	2,155	10,114
State colleges	1,645	9,756
Nonpublic colleges (by enrollment)		
1,000 and over	1,856	9,138
500 to 999	1,902	8,298
Less than 500	2,311	7,444
All associate professors ...	$2,124	$10,058

TABLE 14.--Institutions by Median Salaries (Professors): DISTRIBUTION OF DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME PROFESSORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT,[a] 1965-66

Median salary paid	Number of institutions whose median salary falls in each salary interval									
	Public universities, by enrollment			Nonpublic universities, by enrollment		State colleges	Nonpublic colleges, by enrollment			Total
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	
1	2	3	4	5	6	7	8	9	10	11
$19,500-19,999	1	...	...	...	...	...	...	...	...	1
19,000-19,499	...	...	...	1	...	...	...	...	...	1
18,500-18,999	...	1	...	...	...	...	...	...	...	1
18,000-18,499	...	...	...	1	...	...	1	...	...	2
17,500-17,999	...	1	...	...	1	...	...	...	...	2
17,000-17,499	...	...	...	1	2	...	...	...	...	3
16,500-16,999	2	2	5	3	2	1	...	...	...	15
16,000-16,499	3	...	...	1	...	...	1	...	1	6
15,500-15,999	...	1	...	...	2	...	1	...	...	4
15,000-15,499	6	...	1	...	3	4	1	...	1	16
14,500-14,999	5	...	1	2	1	2	...	...	...	11
14,000-14,499	4	3	...	...	4	9	7	2	...	29
13,500-13,999	4	2	1	3	3	10	8	5	4	40
13,000-13,499	7	7	1	3	4	15	7	5	...	49
12,500-12,999	7	5	2	3	1	14	9	4	1	46
12,000-12,499	7	6	5	2	5	12	11	4	3	55
11,500-11,999	...	3	4	5	6	26	13	10	1	68
11,000-11,499	2	1	3	1	6	31	14	13	3	74
10,500-10,999	...	3	6	...	10	29	12	11	2	73
10,000-10,499	...	3	3	1	3	24	26	16	4	80
9,500- 9,999	...	1	3	1	3	22	16	29	3	78
9,000- 9,499	...	...	...	...	...	12	19	23	4	58
8,500- 8,999	...	1	1	...	...	3	10	8	2	25
8,000- 8,499	...	...	...	...	...	4	4	16	8	32
7,500- 7,999	...	...	...	...	...	1	1	11	3	16
7,000- 7,499	...	...	...	...	...	...	5	11	6	22
6,500- 6,999	...	...	...	...	...	...	1	3	4	8
6,000- 6,499	...	...	...	...	...	...	1	2	...	3
5,500- 5,999	...	...	...	...	...	...	...	1	1	2
5,000- 5,499	...	...	...	...	...	...	1	...	1	2
4,500- 4,999	...	...	...	...	...	...	...	3	1	4
Number of institutions reporting at least 5 professors	48	40	36	28	56	219	169	177	53	826

[a] Full-time students.

TABLE 15.--Institutions by Median Salaries (Associate Professors): DISTRIBUTION OF DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME ASSOCIATE PROFESSORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT,[a] 1965-66

Median salary paid	Number of institutions whose median salary falls in each salary interval									
	Public universities, by enrollment			Nonpublic universities, by enrollment		State colleges	Nonpublic colleges, by enrollment			Total
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	
1	2	3	4	5	6	7	8	9	10	11
$15,500-15,999	1	...	...	...	...	...	...	...	...	1
15,000-15,499	...	...	...	...	...	...	1	...	...	1
...										
13,000-13,499	...	1	...	...	...	...	...	...	...	1
12,500-12,999	...	1	...	...	...	...	...	...	...	1
12,000-12,499	...	...	1	3	3	3	...	...	...	10
11,500-11,999	6	3	5	...	3	...	3	...	2	22
11,000-11,499	11	5	...	6	3	11	5	...	1	42
10,500-10,999	11	4	1	4	5	22	5	5	1	58
10,000-10,499	10	7	5	7	9	26	17	10	1	92
9,500- 9,999	7	10	7	4	10	33	23	14	...	108
9,000- 9,499	2	4	7	3	13	53	33	21	3	139
8,500- 8,999	...	3	3	...	6	31	36	32	4	115
8,000- 8,499	...	2	4	1	3	22	26	33	5	96
7,500- 7,999	...	...	2	...	1	8	12	28	2	53
7,000- 7,499	...	...	...	...	...	6	10	17	6	39
6,500- 6,999	...	...	1	...	...	1	6	19	7	34
6,000- 6,499	...	...	...	...	...	1	3	5	7	16
5,500- 5,999	...	...	...	...	...	...	1	6	2	9
5,000- 5,499	...	...	...	...	...	...	1	1	2	4
4,500- 4,999	...	...	...	...	...	...	...	3	...	3
Number of institutons reporting at least 5 associate professors	48	40	36	28	56	217	182	194	43	844

[a] Full-time students.

TABLE 16.--Institutions by Median Salaries (Assistant Professors): DISTRIBUTION OF DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARY PAID TO FULL-TIME ASSISTANT PROFESSORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT,[a] 1965-66

Median salary paid	Number of institutions whose median salary falls in each salary interval									Total
	Public universities, by enrollment			Nonpublic universities, by enrollment		State colleges	Nonpublic colleges, by enrollment			
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	
1	2	3	4	5	6	7	8	9	10	11
$13,000-13,499	...	...	...	...	...	...	1	...	...	1
...										
10,500-10,999	1	1	...	...	...	...	...	...	...	2
10,000-10,499	...	1	...	...	...	2	...	...	1	4
9,500- 9,999	1	...	1	2	1	4	...	...	...	9
9,000- 9,499	16	6	6	4	2	12	7	2	1	56
8,500- 8,999	19	12	5	8	17	55	18	10	1	145
8,000- 8,499	10	11	11	9	19	64	43	24	3	194
7,500- 7,999	1	4	6	4	12	43	46	45	5	166
7,000- 7,499	...	5	4	...	5	27	39	55	11	146
6,500- 6,999	...	...	...	1	...	13	12	36	9	71
6,000- 6,499	...	...	3	...	...	3	10	33	12	61
5,500- 5,999	...	...	...	...	...	2	3	7	14	26
5,000- 5,499	...	...	...	...	...	...	2	6	6	14
4,500- 4,999	...	...	...	...	...	...	1	6	3	10
Number of institutions reporting at least 5 assistant professors	48	40	36	28	56	225	182	224	66	905

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[a] Full-time students.

TABLE 17.--Institutions by Median Salaries (Instructors): DISTRIBUTION OF DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARY PAID TO FULL-TIME INSTRUCTORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT,[a] 1965-66

Median salary paid	Number of institutions whose median salary falls in each salary interval									Total
	Public universities, by enrollment			Nonpublic universities, by enrollment		State colleges	Nonpublic colleges, by enrollment			
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	
1	2	3	4	5	6	7	8	9	10	11
$9,500-9,999	...	...	...	...	...	...	...	...	1	1
9,000-9,499	...	...	...	...	...	...	1	...	1	2
8,500-8,999	...	...	...	...	1	1	1	...	...	3
8,000-8,499	...	2	1	...	...	3	1	1	1	9
7,500-7,999	3	1	2	2	3	15	9	6	2	43
7,000-7,499	22	11	9	11	10	60	32	21	2	178
6,500-6,999	13	12	11	7	27	70	58	43	10	251
6,000-6,499	7	11	9	6	11	48	41	67	16	216
5,500-5,999	3	1	2	2	3	11	19	35	12	88
5,000-5,499	...	2	1	...	...	2	8	13	7	33
4,500-4,999	...	...	...	...	...	...	8	15	14	37
Number of institutions reporting at least 5 instructors	48	40	35	28	55	210	178	201	66	861

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[a] Full-time students.

The salaries seem to be least divergent in the state colleges and to be most divergent in the small nonpublic colleges.

Among the geographic regions the median salaries range from a high of $10,846 in the Far West down to $9,136 in the Southeast.

Among the associate professors for whom sex is reported, 15.1 percent are women. The median salary of women, $9,322, is $742 below that reported among men, $10,064.

The median salaries of associate professors during the three most recent surveys are:

Session	Median salary
1961-62	$ 8,167
1963-64	8,969
1965-66	10,058

Assistant professors--The median of salaries paid to 50,225 full-time faculty personnel having rank of assistant professor is $8,417 (Tables 10 and 11). One in four receives a salary of $9,119 or more for nine months' teaching; about 1 in 25 (3.8 percent) receives a salary of $10,500 or more. At the lower end of the distribution 1 in 4 receives a salary of $7,658 or less; about 1 in 20 (5.2 percent) receives less than $6,500.

The median salaries in the various types of institutions range from $8,918 in the large public universities down to $6,570 in the smallest nonpublic colleges. The interquartile ranges and median salaries of assistant professors in each type of institution are as follows:

Type of institution	Interquartile range	Median
Public universities (by enrollment)		
10,000 and over	$1,285	$8,918
5,000 to 9,999	1,552	8,579
Less than 5,000	1,492	8,269
Nonpublic universities (by enrollment)		
5,000 and over	1,407	8,610
Less than 5,000	1,440	8,402
State colleges	1,178	8,346
Nonpublic colleges (by enrollment)		
1,000 and over	1,363	7,840
500 to 999	1,450	7,262
Less than 500	1,618	6,570
All assistant professors ...	$1,461	$8,417

The extent of dispersion is lowest among the state colleges and greatest among the small nonpublic colleges.

The median of salaries paid to assistant professors in colleges and universities in the Far West ($8,763) is the highest among the various regions; the lowest regional median salary is $7,734 in the Southeast.

The median salary of the 8,983 women assistant professors, 19.4 percent of the assistant professors for whom salary information is reported by sex, is $7,870. This is lower than the median of $8,446 being paid to men assistant professors.

The median salaries of assistant professors in the three most recent surveys are as follows:

Session	Median salary
1961-62	$6,900
1963-64	7,539
1965-66	8,417

Instructors--Tables 12 and 13 contain the distributions of salaries paid to instructors, grouped by type of institution and by the regional location of the institution. The median salary paid to 30,930 full-time faculty personnel having rank of instructor is $6,761. One instructor in 4 is paid $7,404 or more this session, fewer than 1 in 20 is being paid $8,500 or more. One-fourth of the instructors are being paid $6,163 or less; about 8.4 percent are being paid less than $5,500 for nine months' teaching.

The range of median salaries among the various types of institutions is $1,130 with the highest median salary noted among the large public universities ($6,956) and the lowest among the small nonpublic colleges ($5,826). An indication of the diversity of salaries paid to personnel having rank of instructor in the various types of institutions follows:

Type of institution	Interquartile range	Median
Public universities (by enrollment)		
10,000 and over	$1,410	$6,956
5,000 to 9,999	1,347	6,794
Less than 5,000	991	6,631
Nonpublic universities (by enrollment)		
5,000 and over	1,170	6,897
Less than 5,000	1,218	6,794
State colleges	1,044	6,859
Nonpublic colleges (by enrollment)		
1,000 and over	1,223	6,630
500 to 999	1,289	6,218
Less than 500	1,466	5,826
All instructors	$1,241	$6,761

The divergence of salaries paid to instructors seems to be different among the institutions with the extent being least in the small public universities and the state colleges; and the extent being greatest in the large public universities and the small nonpublic colleges.

The median salaries paid to instructors in the various geographic regions range from a high of $7,074 in New England down to $6,261 in the Southeast.

Almost one-third of the instructors for whom salary information is reported by sex are women (32.5 percent). The median salary of women instructors is $6,454, about $400 less than the $6,864 median salary of men instructors.

The growth in median salaries of instructors during the most recent three surveys is shown below:

Session	Median salary
1961-62	$5,582
1963-64	6,114
1965-66	6,761

Distribution of Institutions by Salary Medians

Information in Tables 14-17 provides a view of the structure of salaries paid in colleges and universities. Entries in these tables represent institutions. Table 14 contains the distributions of institutions by type according to their median salaries paid to professors. About 1 institution in 25 (4.2 percent) has a median salary being paid to professors which is $15,500 or greater for nine months' teaching. Slightly more than one-third of the institutions (34.0 percent) are paying median salaries of $12,000 or more to professors. At the other end of the distribution, the medians of salaries paid to professors in 5 percent of the institutions are less than $7,500 for nine months' teaching. About 3 institutions in 10 (30.3 percent) are paying their professors median salaries which are less than $10,000.

For salaries paid to associate professors (Table 15) the range of institutional medians is greater than $10,000. About 1 institution in 25 pays associate professors median salaries of $11,500 or higher (4.3 percent). About 3 institutions in 10 report median salaries paid to associate professors which are less than $8,500 for nine months' teaching. About 1 institution in 25 (3.8 percent) reports paying associate professors median salaries of less than $7,000.

Table 16 shows the distributions of institutional median salaries paid to assistant professors. Eight percent of the institutions are paying median salaries of $9,000 or more to assistant professors for nine months' teaching. However, about 1 institution in 20 (5.5 percent) is paying a median salary of less than $6,000 to assistant professors.

The distributions of institutional median salaries paid to instructors are listed in Table 17. The range of these medians is about $5,500; from the $4,500-$4,999 interval to the $9,500-$9,999 interval. Median salaries of $7,500 or higher are reported by 6.7 percent of the institutions. Median salaries of less than $5,500 are reported by 8.1 percent of the institutions.

IV. OPPORTUNITIES FOR SUMMER EMPLOYMENT

Traditionally the work year of teachers is considered to be nine months of teaching followed by three months of leisure. With the demands of obtaining improved preparation and the needs for conducting research and writing, the summer months are times of financial hardship to many faculty members who are not available for employment. For the many faculty members who are available for it, summer employment is almost a necessity. This section reviews the characteristics of summer employment practices as reported by the colleges and universities.

The extent to which the degree-granting institutions by type report offering summer sessions is shown in Table 18. As a whole, 87.2 percent of the institutions report having summer sessions. The practice is widespread in the publicly supported institutions of all types, in the nonpublic universities, and to a slightly less extent among the large nonpublic colleges.

Employment opportunities are not available in the home institution for faculty personnel employed in 23.5 percent of the medium-size nonpublic colleges and in about 30.6 percent of the small nonpublic colleges. The offering of summer programs has not enlarged from the 86.4 percent of institutions reporting this practice in 1963-64.

Information in Table 19 shows the extent to which the institutions having summer sessions report employment of their regular full-time teachers in these summer sessions. Wide differences in practice are immediately evident. As may be expected from the teacher training function of many state colleges, the median percent (61.0 percent) of regular faculty employed in the summer sessions of state colleges is markedly greater than in other types of institutions. The only other type of institution having a median percent employed in summer sessions which represents more than half of the regular full-time staff is the large nonpublic universities (56.7 percent). Almost one-third (31.7 percent) of the colleges and universities offering summer sessions report employing less than 30 percent of their regular full-time faculty in these summer sessions. About 5 percent of the institutions report employing 90 percent or more of the regular full-time faculty during their summer sessions.

Among all institutions, the median percent of regular full-time faculty members employed in their own institutions during the summer session, 41.3 percent, is slightly lower than the median of 44.9 percent reported in session 1963-64.

Table 20 contains the distributions of the institutions by length of summer-session employment reported. The most frequently reported length of summer session is six but less than seven weeks. Almost 2 institutions in 5 (39.5 percent) report this length of their summer sessions. Fewer than 10 percent of the summer sessions are of less than six weeks' duration and almost all of these are five-week sessions. About 1 institution in 5 (20.1 percent) having summer sessions reports the session to extend through eight weeks. About 1 institution in 5 (20.2 percent) has a summer session of 10 or more weeks, half of these being only 10 weeks.

The relationship of summer-session salaries to those paid during the academic year among the various types of institutions is reviewed in Table 21. Among all institutions about half (47.1 percent) report that they pay the same rate during the summer as during the academic year to all or a majority of the summer-session teachers. An equal number of institutions report they pay a lower rate for summer-session employment than during the regular session. Only 6 percent of the institutions report they pay more for summer work than the rate of pay during the regular session.

The practice of paying the same rate for summer-session employment is more widely observed among the publicly controlled institutions than in the nonpublic. The majority of public universities having 10,000 or more students, public universities having fewer than 5,000 students, and state colleges report paying the same rate for summer employment as during the regular session. Among the medium size public universities, practices are about equally divided between paying the same rate and paying a lower rate. Practices of the nonpublic institutions tend toward paying a lower rate during the summer session than during the regular session with the exception that the small nonpublic colleges tend to pay either the same as or more than the regular session rate to a greater extent than is noted among the total group of colleges and universities which offer summer sessions.

TABLE 18.--Summer Sessions: NUMBER OF INSTITUTIONS OFFERING SUMMER SESSIONS, 990 DEGREE-GRANTING INSTITUTIONS, 1965-66

Item	Public universities (by enrollment)			Nonpublic universities (by enrollment)		State colleges	Nonpublic colleges (by enrollment)			Total	
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12
Program offered	47	40	36	25	51	208	170	186	100	863	87.2%
No program offered	1	...	...	1	4	4	16	57	44	127	12.8
Institutions reporting	48	40	36	26	55	212	186	243	144	990	100.0%
Not indicated	1	...	...	2	1	16	1	...	6	27	...

TABLE 19.--Summer Employment: NUMBER OF INSTITUTIONS REPORTING VARIOUS PERCENTS OF FULL-TIME TEACHERS REGULARLY EMPLOYED DURING THE ACADEMIC YEAR WHO ALSO TEACH IN SUMMER SESSIONS IN 631 DEGREE-GRANTING INSTITUTIONS, 1965-66

Percent employed in summer sessions	Public universities (by enrollment)			Nonpublic universities (by enrollment)		State colleges	Nonpublic colleges (by enrollment)			Total	
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12
None	...	...	...	...	...	...	1	2	4	7	1.1%
Less than 10%	...	...	...	2	4	1	4	5	3	19	3.0
10-19%	3	3	2	...	6	5	19	19	14	71	11.3
20-29%	4	9	2	...	2	10	32	29	15	103	16.3
30-39%	9	5	5	2	7	13	24	26	15	106	16.8
40-49%	2	2	3	3	6	17	20	16	4	73	11.6
50-59%	7	...	2	3	3	20	12	26	10	83	13.2
60-69%	6	5	1	...	3	21	12	7	4	59	9.4
70-79%	2	...	...	4	3	20	6	4	4	43	6.8
80-89%	1	5	...	3	2	16	2	6	...	35	5.5
90-99%	...	...	...	1	5	6	4	3	1	20	3.2
100%	...	...	1	...	...	7	1	2	1	12	1.9
Institutions reporting	34	29	16	18	41	136	137	145	75	631	100.1%[a]
Not indicated	13	11	20	7	10	72	33	41	25	232	...
Median percent	45.0%	35.0%	38.0%	56.7%	42.5%	61.0%	35.2%	36.7%	31.0%	41.3%	...

a/ Percents do not add to 100.0 because of rounding.

TABLE 20.--Length of Summer Employment: NUMBER OF INSTITUTIONS REPORTING LENGTH OF SUMMER EMPLOYMENT FOR FULL-TIME TEACHERS WHO ALSO TEACH IN SUMMER SESSIONS IN 845 DEGREE-GRANTING INSTITUTIONS, 1965-66

Number of weeks employed in summer session	Public universities (by enrollment)			Nonpublic universities (by enrollment)		State colleges	Nonpublic colleges (by enrollment)			Total	
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12
13 weeks or more	...	1	1	...	...	...	1	3	1	7	0.8%
12 but less than 13 weeks	6	3	4	2	1	15	13	10	...	54	1.4
11 but less than 12 weeks	4	3	2	...	1	5	6	1	...	22	2.6
10 but less than 11 weeks	1	5	1	1	5	31	12	23	9	88	10.4
9 but less than 10 weeks	3	1	4	...	1	24	9	16	3	61	7.2
8 but less than 9 weeks	13	8	10	5	12	43	33	34	12	170	20.1
7 but less than 8 weeks	3	...	1	4	5	2	11	5	3	34	4.0
6 but less than 7 weeks	11	15	10	11	21	66	69	72	59	334	39.5
5 but less than 6 weeks	5	4	1	...	5	14	10	17	5	61	7.2
4 but less than 5 weeks	...	...	...	...	...	2	1	2	2	7	0.8
3 but less than 4 weeks	...	...	...	...	...	1	...	2	1	4	0.5
2 but less than 3 weeks	...	...	...	...	...	...	...	1	2	3	0.4
Institutions reporting	46	40	34	23	51	203	165	186	97	845	99.9%[a]
Not indicated	1	...	2	2	...	5	5	...	3	18	...

a/ Percents do not add to 100.0 because of rounding.

TABLE 21.--Summer-Session Salaries: NUMBER OF INSTITUTIONS REPORTING BASIS OF PAYMENT OF SALARIES FOR SUMMER SESSION AS COMPARED WITH ACADEMIC YEAR SALARIES, 801 DEGREE-GRANTING INSTITUTIONS, 1965-66

Basis of payment	Public universities (by enrollment)			Nonpublic universities (by enrollment)		State colleges	Nonpublic colleges (by enrollment)			Total	
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12
Same rate paid during summer as during academic year to:											
All teachers	30	15	17	7	15	96	45	46	34	305	38.1%
Majority of teachers	3	3	4	3	6	7	13	19	14	72	9.0
Lower rate paid during summer than during academic year to:											
All teachers	6	12	7	6	14	54	67	74	28	268	33.5
Majority of teachers	7	6	4	6	9	18	26	25	7	108	13.5
Higher rate paid during summer than during academic year to:											
All teachers	1	4	2	1	...	2	6	10	3	29	3.6
Majority of teachers	...	...	...	1	1	6	3	4	4	19	2.4
Institutions reporting	47	40	34	24	45	183	160	178	90	801	100.1%[a]
Not indicated	...	...	2	1	6	25	10	8	10	62	...

a/ Percents do not add to 100.0 because of rounding.

V. PART-TIME TEACHERS EMPLOYED

The preceding sections of this report have been limited to salaries paid to persons who were full-time employees of the university or college--persons whose chief (but not necessarily exclusive) assignment is classroom instruction. A later section in this report will deal with the employees to whom administrative titles have been assigned. Some administrative officers may carry a teaching assignment, but they are not classified as teachers. No person is counted in this report as both a teacher and an administrator.

A part-time teacher is considered to be a part-time employee of the university or college, not a full-time employee with a divided load (e.g., administration, research, or field service). A part-time teacher may teach only one class and at the same time hold a full-time or part-time position in another occupation. Or, as is many times the case, graduate study may be the major occupation of the part-time teacher. But in every instance reported here the part-time teacher has full responsibility for the instruction of students of college grade. Thus, laboratory assistants are not included.

The distributions of degree-granting institutions by type and by the number of part-time teachers employed are listed in Table 22. About 5 colleges and universities in 6 (83.3 percent) report employing one or more part-time teachers. Among the 847 institutions which employ part-time teachers, the total number of persons so employed is 44,904. In 36.8 percent of these institutions the number of part-time teachers is less than 10. The differences in the number of part-time teachers employed in small institutions and in the large institutions reduces the significance of the mean and median statistics of the total group of institutions.

The use of part-time teachers is not as widespread among the large nonpublic universities as in other types of institutions (almost 2 large nonpublic universities in 5 do not report having part-time teachers). The most extensive use of part-time teachers is among the small public universities where only about 5 percent do not report having part-time teachers.

The distributions show the relationship between enrollment size and the number of part-time teachers employed in the various types of institutions. The mean and median numbers of part-time teachers employed progress downward with interval of decreased institutional size.

TABLE 22.--Part-Time Teachers: NUMBER OF INSTITUTIONS REPORTING VARIOUS NUMBERS OF PART-TIME TEACHERS EMPLOYED, 1,017 DEGREE-GRANTING INSTITUTIONS, OCTOBER 1965

Number of part-time teachers	Public universities (by enrollment)			Nonpublic universities (by enrollment)		State colleges	Nonpublic colleges (by enrollment)			Total	
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-599	Under 500	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12
None	8	8	2	11	10	41	23	40	27	170	16.7%
1- 9	...	3	8	...	1	92	45	92	74	315	31.0
10- 19	1	2	10	2	8	33	47	78	38	219	21.5
20- 29	2	6	6	...	2	20	33	18	8	95	9.3
30- 39	1	...	4	...	3	7	18	7	...	40	3.9
40- 49	...	1	...	1	8	6	6	2	1	25	2.5
50- 74	5	4	1	1	8	13	9	4	2	47	4.6
75- 99	2	...	1	3	2	5	...	2	...	15	1.5
100-149	8	6	3	2	3	4	1	...	...	27	2.7
150-199	3	3	...	...	6	2	2	...	...	16	1.6
200-299	3	4	1	3	2	2	3	...	...	18	1.8
300-499	4	3	...	2	2	3	...	...	...	14	1.4
500-999	8	...	...	3	1	...	...	...	...	12	1.2
1,000 or more	4	...	...	...	...	...	...	...	...	4	0.4
Institutions reporting	49	40	36	28	56	228	187	243	150	1,017	100.0%a/
Total number of part-time teachers employed	17,345	3,716	1,174	4,494	4,686	5,393	4,168	2,692	1,236	44,904	...
Range in numbers:											
Low	0	0	0	0	0	0	0	0	0	0	...
High	1,881	356	228	929	889	382	238	80	64	1,881	...
Mean	354	93	33	161	84	24	22	11	8	44	...
Median b/	112	47	13	50	41	7	13	9	7	10	...

a/ Percents do not add to 100.0 because of rounding.

b/ Medians are based on a complete distribution, not on the grouped distribution shown.

TABLE 23.--RELATIONSHIP BETWEEN THE NUMBER OF PART-TIME TEACHERS, NUMBER OF FULL-TIME TEACHERS, AND STUDENTS

Type of institution	Percent of full-time teachers represented by the number of part-time teachers	Estimated number of students* per:	
		Full-time teacher	Part-time teacher
1	2	3	4
Public universities (by enrollment)			
10,000 and over.	39.6%	20.1	50.7
5,000 to 9,999 .	22.6	19.1	84.8
Less than 5,000.	17.1	19.1	111.7
Nonpublic universities (by enrollment)			
5,000 and over .	31.7	18.7	59.0
Less than 5,000.	38.0	15.9	42.0
State colleges ...	15.0	19.9	132.9
Nonpublic colleges (by enrollment)			
1,000 and over .	23.8	17.9	75.4
500 to 999	22.2	15.8	71.1
Less than 500 ..	34.4	14.1	41.0
All institutions .	27.6%	18.8	68.2

*Total number of students estimated by adding .333 times the number of part-time students to the number of full-time students.

Another view of the impact of part-time teachers may be provided by a comparison of the number of persons employed part time with the number of persons employed full time and with the number of students in each of the various types of institutions. The summary provided in Table 23 shows that the number of part-time teachers related to the number of full-time teachers is greatest in the large public universities, the nonpublic universities, and the small nonpublic colleges. Also, the impact of part-time teachers upon students is very limited in the small public universities and the state colleges; here there are more than 100 students per part-time teacher. These two observations show the impact of part-time teachers to be greatest in the large public universities, the small nonpublic universities, and in the small nonpublic colleges.

Limitations of conclusions about the impact of part-time teachers in the institutions as a whole within each of the classifications is suggested by the distributions of the number of part-time teachers employed by each type of institution (Table 22). The mean number of part-time teachers (derived through use of processes similar to that used to prepare the summary in Table 23) in each type of institution except the two smallest groupings of nonpublic colleges, ranges from two to more than three times as large as the median for the same classification of institutions. This condition indicates that the impact of part-time teachers is very much greater among a relatively few institutions of each type than among a large number of institutions having similar enrollment and control characteristics.

VI. SALARY INCREASES

Responses of colleges and universities to the inquiry about the average percent of change in the salaries of continuing faculty personnel are summarized in Tables 24 and 25. These figures do not represent individual staff members' salary increases nor percents of change in the over-all salary budget of an institution. Also, they do not reflect the sums required to pay for additional staff or for increased salaries of positions vacated and filled by other teachers the following year. And, of course, the total number of teachers in one reporting group differs from the number in any other group. Thus, the percents apply to differing numbers of teachers.

Among the 90.7 percent of the institutions participating in this survey which responded to the inquiry about increases from 1963-64 to 1964-65 the median increase was 6.5 percent. Among the 92.4 percent of institutions responding to the request for information about change from 1964-65 to 1965-66 the median increase was 6.9 percent.

Between 1963-64 and 1964-65, the range of the changes was from a decrease to an increase of 20 percent or more. The median percent of increase among the various groupings of institutions ranged from 7.4 percent in the nonpublic universities enrolling more than 5,000 students down to 5.5 percent in the large public universities. Among all responding institutions, 5.7 percent had salary changes ranging from a decrease to an increase of less than 2 percent while 6.3 percent of the institutions reported increases of 15 percent or higher. Almost 1 institution in 5 (19.3 percent) had salary improvements of 10 percent or higher between these two sessions.

Between 1964-65 and 1965-66 the range of salary changes again is from a decrease to an increase of greater than 20 percent. The median changes by type of institution range from an 8.2-percent increase among the state colleges down to a 5.8-percent increase among the small nonpublic colleges. A decrease, no change, or an increase of less than 2 percent is reported by 4.9 percent of all institutions. An increase of 15 percent or greater is reported by 7.7 percent of the institutions. More than 1 institution in 5 (22.2 percent) reports increases of 10 percent or greater.

The following is a summary of the median percents of increase in college and university salaries compiled in this series of reports:

Session	Median percent of increase from previous session
1955-56	5.6%
1956-57	6.9
1957-58	8.2
1958-59	6.3
1959-60	6.7
1960-61	6.0
1961-62	6.3
1962-63	5.9
1963-64	6.2
1964-65	6.5
1965-66	6.9

The 6.9-percent median increase realized for the current session has been exceeded only once and equalled only once during the preceding 10-year period.

TABLE 24.--Salary Increases, 1963-64 to 1964-65: NUMBER OF INSTITUTIONS REPORTING VARIOUS PERCENTS OF INCREASE IN AVERAGE SALARIES PAID TO FULL-TIME TEACHERS IN 1964-65 OVER SALARIES PAID IN 1963-64, 922 DEGREE-GRANTING INSTITUTIONS

Percent of increase	Public universities (by enrollment)			Nonpublic universities (by enrollment)		State colleges	Nonpublic colleges (by enrollment)			Total	
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12
Decrease	...	...	...	...	...	...	...	1	...	1	0.1%
No increase	2	...	...	...	...	5	4	4	8	23	2.5
Less than 1%	...	1	...	1	...	7	2	2	2	15	1.6
1% but less than 2%	1	...	1	...	...	6	2	2	2	14	1.5
2% but less than 3%	...	...	2	1	...	11	5	3	6	28	3.0
3% but less than 4%	7	4	5	1	3	18	12	14	8	72	7.8
4% but less than 5%	6	3	4	1	1	16	23	24	9	87	9.4
5% but less than 6%	11	10	6	4	13	38	30	39	25	176	19.1
6% but less than 7%	8	3	2	5	6	19	17	28	8	96	10.4
7% but less than 8%	3	6	...	6	7	17	34	26	6	105	11.4
8% but less than 9%	1	...	2	...	5	12	11	20	7	58	6.3
9% but less than 10%	1	...	4	1	7	25	12	14	5	69	7.5
10% but less than 11%	1	5	3	1	5	11	11	18	7	62	6.7
11% but less than 13%	1	1	3	2	...	5	4	13	7	36	3.9
13% but less than 15%	1	...	2	1	2	3	6	4	3	22	2.4
15% but less than 20%	1	3	1	...	2	8	4	7	9	35	3.8
20% or more	...	1	...	...	...	4	3	8	7	23	2.5
Institutions reporting ...	44	37	35	24	51	205	180	227	119	922	99.9%[a]
Not indicated	5	3	1	4	5	23	7	16	31	95	...
Median percent of increase reported	5.5%	6.2%	5.9%	6.8%	7.4%	6.1%	6.7%	6.9%	6.0%	...	6.5%

a/ Percents do not add to 100.0 because of rounding.

TABLE 25.--Salary Increases, 1964-65 to 1965-66: NUMBER OF INSTITUTIONS REPORTING VARIOUS PERCENTS OF INCREASE IN AVERAGE SALARIES PAID TO FULL-TIME TEACHERS IN 1965-66 OVER SALARIES PAID IN 1964-65, 940 DEGREE-GRANTING INSTITUTIONS

Percent of increase	Public universities (by enrollment)			Nonpublic universities (by enrollment)		State colleges	Nonpublic colleges (by enrollment)			Total	
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12
Decrease	...	2	1	...	1	2	2	1	1	10	1.1%
No increase	...	...	...	...	...	2	1	3	10	16	1.7
Less than 1%	...	2	...	1	...	4	2	2	2	13	1.4
1% but less than 2%	...	...	...	...	1	2	1	2	1	7	0.7
2% but less than 3%......	...	4	2	2	2	5	6	8	7	36	3.8
3% but less than 4%......	3	3	5	1	3	12	9	14	4	54	5.7
4% but less than 5%	3	3	2	2	4	13	23	16	8	74	7.9
5% but less than 6%	10	2	8	1	10	31	29	42	31	164	17.4
6% but less than 7%	6	7	3	4	8	15	25	34	6	108	11.5
7% but less than 8%	9	4	3	6	8	16	22	27	13	108	11.5
8% but less than 9%	3	2	5	2	5	15	16	21	4	73	7.8
9% but less than 10%	4	2	1	1	3	31	10	12	4	68	7.2
10% but less than 11%	2	4	2	2	1	29	10	15	5	70	7.4
11% but less than 13%	3	2	...	...	4	11	5	18	4	47	5.0
13% but less than 15%	...	...	2	1	...	5	5	4	3	20	2.1
15% but less than 20%	2	2	1	1	1	10	13	7	5	42	4.5
20% or more	...	1	1	1	1	7	3	7	9	30	3.2
Institutions reporting ...	45	40	36	25	52	210	182	233	117	940	99.9%[a]
Not indicated	4	...	...	3	4	18	5	10	33	77	...
Median percent of increase reported	7.1%	6.6%	6.0%	7.2%	6.6%	8.2%	6.7%	6.8%	5.8%	...	6.9%

a/ Percents do not add to 100.0 because of rounding.

VII. SALARIES PAID TO ADMINISTRATIVE OFFICERS

The questionnaire provided for the reporting of information about the annual salary, perquisites, and length of required annual service for 28 pre-listed positions widely used in colleges and universities with space for additional positions to be entered if the pre-listed positions were not adequate. Spaces for 18 deanship positions in universities also were pre-listed with additional lines for positions not already identified. Where feasible, during the processing, the entries in the open lines of the questionnaire were grouped into one of the approximately comparable pre-listed positions.

Information in this section should be interpreted in general terms. The range of duties and level of responsibility assigned to a position title may vary widely among institutions having similar enrollments. For example, the responsibilities of the registrar may differ according to whether there is also a director of admissions. While the stratification by institutional size and control reduces these discrepancies somewhat, differences in the administrative structure exist within each grouping of institutions.

The salaries of administrative officers are reviewed in Tables 26 through 37. The salary of most officers is entered in this group of tables twice: in Tables 26-A through 26-D where the distributions of all salaries reported are given by position; and in Tables 27 through 37, where the salary distributions are given by position within each type of institution. The salaries of teachers reviewed earlier in this report are based on nine months of service while the following salaries of administrators are the annual salaries. Figure II provides an overview of median salaries paid two years ago and during 1965-66 to 13 selected administrative officers, together with the percent of change over the two-year period.

Presidents

Presidents' salaries are listed in Table 26-A and in Table 27. The median salary of presidents is $19,638 and the salaries paid range from $55,000 down to $4,500. The number of presidents for whom salaries are reported represents 80.8 percent of the institutions responding in this survey. The first quartile is $16,129 and the third quartile is $25,083 An annual salary of less than $12,000 is being paid to 6.7 percent of the presidents in the 822 reporting institutions. An annual salary approximately equal to or less than the median salary of professors for nine months' teaching ($12,953) is being paid to 11.3 percent of the college and university presidents. The median annual salary of presidents is 1.5 times as large as the median of the nine-month salaries of professors. About 1 in 20 (4.9 percent) college and university presidents is being paid $33,000 or more; an annual salary of $30,000 or more is received by 11.3 percent of the college and university presidents.

The median annual salary of presidents in 1965-66 is 13.3 percent higher ($2,308) than in session 1963-64. The increase in the median salary between 1961-62 and 1963-64 represented a 12.7-percent increase over the median annual salary in session 1961-62.

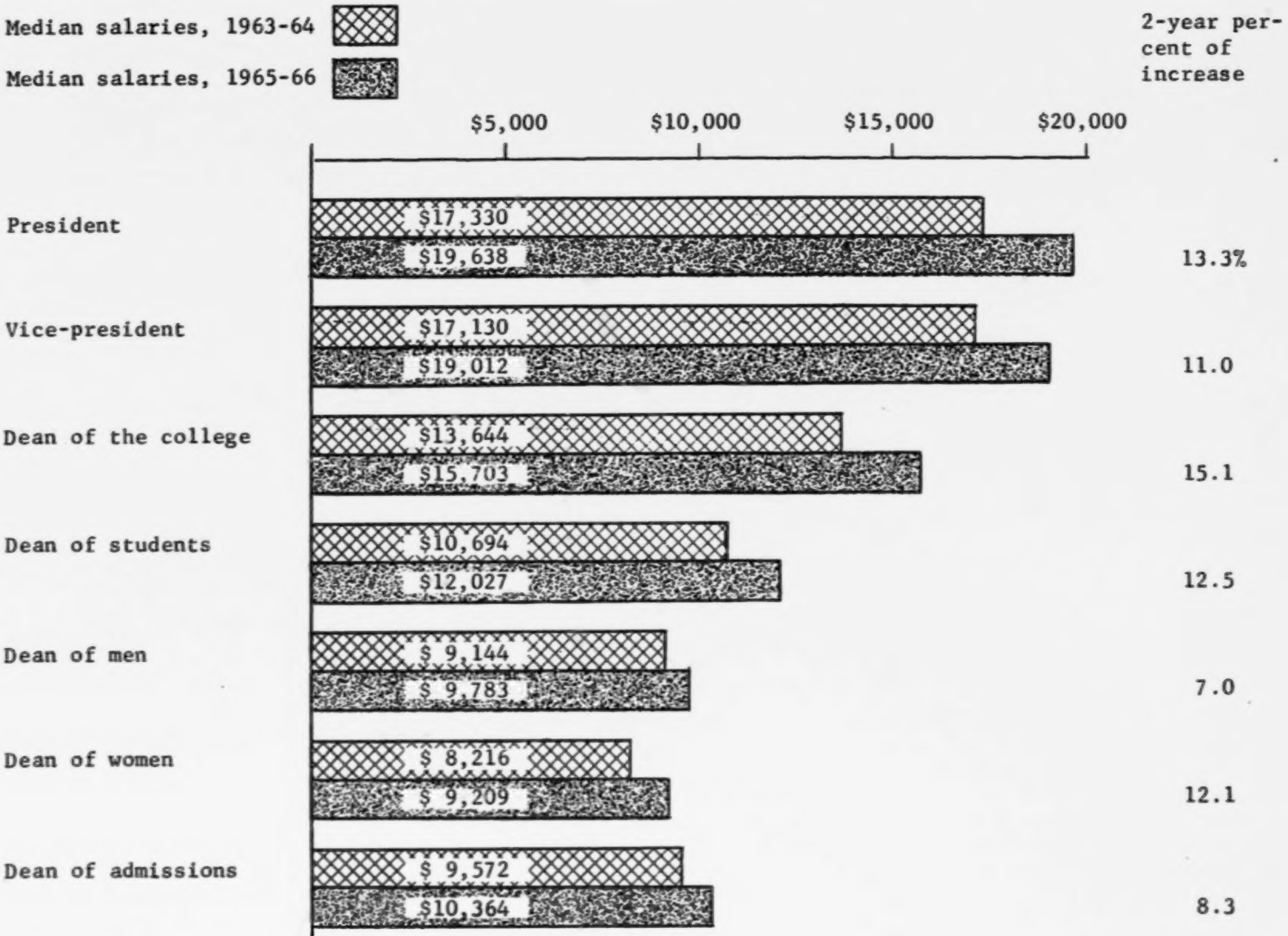
The salaries of presidents are shown in Table 27-A by type of institution. The median salaries range from $31,250 in the large nonpublic universities down to $12,861 in the small nonpublic colleges.

The ratio of the median annual salary of the president to the median nine-month salary of professors in the same type of institution ranges from 2.2 in the small nonpublic universities down to 1.4 in the small nonpublic colleges. The percents of institutions requiring 12 months of annual service range from 93.8 percent in the state colleges down to 65.0 percent in the small nonpublic colleges. Either 11 or 12 months of annual service is typically required. Less than 11 months' service is reported among colleges only; fewer than 1 percent of the state colleges and large nonpublic colleges and about 2.5 percent of the medium and small nonpublic colleges report 9-10 months of required service.

The following is a summary by type of institution of: the ratio between the median salaries of presidents and professors, the percent of institutions requiring 12 months of service, the percent of increase in median salaries of presidents since 1963-64, and percent of presidents having perquisites:

FIGURE II

MEDIAN SALARIES OF CERTAIN ADMINISTRATIVE OFFICERS IN COLLEGES AND UNIVERSITIES, 1963-64 AND 1965-66



NEA Research Division

Type of institution	Ratio of median to professors' median	Percent of institutions requiring 12 months	Percent change in median since 1963-64	Percent having perquisites
Public universities (by enrollment)				
10,000 and over	2.1	81.4%	10.2%	70.9%
5,000-9,999 .	2.1	76.5	6.0	57.1
Less than 5,000	1.8	93.3	-0.7	77.1
Nonpublic universities (by enrollment)				
5,000 and over	2.1	87.5	-9.4	53.3
Less than 5,000	2.2	81.1	19.6	54.2
State colleges.	1.6	93.8	10.1	40.9
Nonpublic colleges (by enrollment)				
1,000 and over	1.8	77.4	11.9	60.1
500 to 999 ..	1.7	71.6	12.1	58.2
Less than 500	1.4	65.0	5.8	41.6
Total, all presidents	1.5	79.9%	13.3%	53.5%

Due to the movement of institutions among the size classifications since the previous salary survey, the percents of increase of the median salaries in the various types of institutions are not comparable to percents of increase of individual institutions.

Perquisites are reported for 53.5 percent of the college and university presidents for whom salary information is listed. The most frequently identified perquisites and the percent of presidents for whom they are reported are as follows: house, 88.3 percent; car, 42.4 percent; expense allowance, 26.0 percent; utilities, 14.8 percent; and servant(s), 5.4 percent (see Table 27-B).

Undergraduate Deans

The undergraduate deanship is the administrative position identified most frequently; salary for this position is reported for 1,061 persons in the 779 degree-granting institutions (see Tables 26-A and 28). The range of salaries is from $30,500 down to less than $5,000. The median salary is $15,703; the first quartile is $12,898 and the third quartile is $18,034. An annual salary of $23,500 or greater is being paid to 4.5 percent of the undergraduate deans; almost 10 percent (9.8 percent) are paid salaries of $21,500 or greater. At the other extreme, an annual salary of less than $9,000 is being paid to 3.9 percent and an annual salary of less than $10,500 is being paid to 11.4 percent of the undergraduate deans.

The distributions and medians of annual salaries paid to undergraduate deans by type of institution are listed in Table 28. The institutional median salaries range from $21,179 in the large public universities down to $10,083 in the small nonpublic colleges. These distributions show a considerable amount of overlapping in the level of salaries paid to persons in this position in the various types of institutions.

An overview of differences among the types of institutions is provided by the following summary of: the ratio of the median annual salary of undergraduate deans to the median nine-month salary of professors; percent of institutions requiring 12-months' service; the percentage increase since 1963-64 in the median salaries; and percent of undergraduate deans having one or more perquisites.

Type of institution	Ratio of median to professors' median	Percent of institutions requiring 12 months	Percent increase of median since 1963-64	Percent having perquisites
Public universities (by enrollment)				
10,000 and over	1.5	79.1%	10.2%	1.8%
5,000-9,999 .	1.5	77.4	3.0	...
Less than 5,000	1.5	89.3	16.3	1.9
Nonpublic universities (by enrollment)				
5,000 and over	1.2	86.7	10.1	...
Less than 5,000	1.2	78.8	15.4	7.1
State colleges.	1.3	89.2	14.4	0.6
Nonpublic colleges (by enrollment)				
1,000 and over	1.3	70.0	15.8	13.4
500-999	1.3	69.4	14.2	20.7
Less than 500	1.1	62.0	6.9	13.5
All undergraduate deans ..	1.2	76.2%	15.1%	7.4%

(Continued on p. 42)

TABLE 26-A.--Administrative Officers' Salaries: DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 953 DEGREE-GRANTING INSTITUTIONS, 1965-66

Salary range	President	Assistant to the president	Vice-president	Provost	Director of development	Dean of college	Dean of students	Dean of men	Dean of women	Director of personnel	Dean or director of admissions	Director of research or testing service	Director of audio-visual service
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$55,000-55,499 ...	1	...	...	...	...	...	...	...	...	...	...	...	...
. . .													
47,000-47,499 ...	1	...	...	...	...	...	...	...	...	...	...	...	...
46,500-46,999 ...	1	...	...	...	...	...	...	...	...	...	...	...	...
. . .													
45,000-45,499 ...	3	...	...	...	...	...	...	...	...	...	...	...	...
. . .													
42,000-42,499 ...	1	...	...	...	...	...	...	...	...	...	...	...	...
. . .													
40,000-40,499 ...	11	...	1	...	...	...	...	...	...	...	...	...	...
39,500-39,999 ...	1	...	...	...	...	...	...	...	...	...	...	...	...
. . .													
38,000-38,499 ...	1	...	...	...	...	...	...	...	...	...	...	...	...
37,500-37,999 ...	1	...	3	...	...	...	...	...	...	...	...	...	...
37,000-37,499 ...	1	...	...	...	...	...	...	...	...	...	...	...	...
36,500-36,999 ...	...	...	1	...	...	...	...	...	...	...	...	...	...
36,000-36,499 ...	2	...	...	...	1	...	...	...	...	...	...	...	...
35,500-35,999 ...	...	...	...	...	...	...	...	...	...	...	...	...	...
35,000-35,499 ...	10	...	6	...	...	...	...	...	...	...	...	...	...
34,500-34,999 ...	...	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,499 ...	2	...	...	...	...	...	...	...	...	...	...	...	...
33,500-33,999 ...	1	...	...	...	...	...	...	...	...	...	...	...	...
33,000-33,499 ...	4	...	2	...	1	...	...	...	...	...	...	...	...
32,500-32,999 ...	7	...	...	1	...	...	...	...	...	...	...	...	...
32,000-32,499 ...	4	...	2	...	...	...	...	...	...	...	...	...	...
31,500-31,999 ...	2	...	2	...	...	...	...	...	...	...	...	...	...
31,000-31,499 ...	2	...	5	...	...	...	...	...	...	...	...	...	...
30,500-30,999 ...	...	...	3	...	...	2	...	...	...	...	...	...	...
30,000-30,499 ...	38	...	12	1	1	...	...	...	...	...	...	...	...
29,500-29,999 ...	3	...	1	...	...	...	...	...	...	...	...	...	...
29,000-29,499 ...	12	...	2	1	...	...	...	...	...	...	...	...	...
28,500-28,999 ...	3	...	6	...	...	1	...	...	...	...	...	...	...
28,000-28,499 ...	2	...	5	2	...	2	...	...	...	...	...	...	...
27,500-27,999 ...	15	...	2	...	...	2	...	...	...	...	...	...	...
27,000-27,499 ...	12	...	5	1	...	1	...	...	...	...	...	...	...
26,500-26,999 ...	2	1	5	1	...	...	...	...	...	...	...	...	...
26,000-26,499 ...	8	...	13	1	...	4	...	...	...	...	...	...	...
25,500-25,999 ...	3	1	5	...	...	2	...	...	...	...	...	...	...
25,000-25,499 ...	65	...	22	3	2	10	...	...	...	1	...	...	...
24,500-24,999 ...	6	...	5	...	...	8	1	...	...	...	1	...	...
24,000-24,499 ...	26	...	17	...	...	10	2	...	...	...	...	...	...
23,500-23,999 ...	6	...	8	1	...	6	...	...	...	...	...	...	...
23,000-23,499 ...	15	1	16	2	1	11	1	...	...	...	...	...	...
22,500-22,999 ...	18	...	11	2	1	14	1	...	...	...	1	...	...
22,000-22,499 ...	17	4	19	4	1	17	3	...	...	...	...	2	...
21,500-21,999 ...	12	1	10	1	2	14	1	...	...	...	...	...	...
21,000-21,499 ...	24	1	17	4	4	13	3	...	...	...	1	1	...
20,500-20,999 ...	7	...	6	2	...	15	5	...	...	...	1	...	...
20,000-20,499 ...	52	2	26	7	7	30	5	...	...	...	...	6	...
19,500-19,999 ...	20	5	26	...	1	16	2	...	...	...	1	2	...
19,000-19,499 ...	18	2	21	1	6	20	5	...	1	...	...	1	1
18,500-18,999 ...	33	3	23	1	4	30	6	...	...	...	...	4	1
18,000-18,499 ...	43	7	26	2	8	40	8	...	...	1	9	3	...
17,500-17,999 ...	28	6	18	...	7	55	16	1	2	...	3	3	2
17,000-17,499 ...	25	3	16	...	8	44	21	1	...	...	2	4	1
16,500-16,999 ...	35	14	23	2	9	61	14	3	2	1	7	2	...
16,000-16,499 ...	28	9	17	3	12	68	13	3	3	2	9	5	2
15,500-15,999 ...	6	7	11	1	5	58	16	6	2	2	9	7	3
15,000-15,499 ...	49	12	33	1	21	54	25	5	4	6	9	8	4
14,500-14,999 ...	7	9	6	1	12	29	24	6	4	3	11	4	2
14,000-14,499 ...	31	18	17	2	22	58	21	9	7	3	15	10	5
13,500-13,999 ...	8	17	13	...	19	45	22	6	5	5	32	15	3
13,000-13,499 ...	6	13	11	...	28	46	31	13	18	9	44	9	1
12,500-12,999 ...	17	10	6	...	16	48	29	16	15	7	25	14	12
12,000-12,499 ...	21	17	16	3	26	40	56	17	17	7	32	13	12
11,500-11,999 ...	5	9	7	1	19	19	33	20	21	9	28	4	9
11,000-11,499 ...	9	18	9	...	25	31	32	23	32	7	43	15	10
10,500-10,999 ...	4	21	5	...	19	16	31	27	17	7	34	10	9
10,000-10,499 ...	11	27	9	...	18	39	39	32	52	12	44	14	9
9,500- 9,999 ...	4	14	5	...	24	15	31	30	41	11	42	14	7
9,000- 9,499 ...	4	23	4	2	12	26	26	47	49	8	38	14	11
8,500- 8,999 ...	3	15	4	...	16	4	29	19	40	4	54	7	15
8,000- 8,499 ...	4	12	2	...	20	16	28	27	44	8	46	10	10
7,500- 7,999 ...	4	5	1	...	11	4	22	26	34	5	34	2	6
7,000- 7,499 ...	1	12	...	...	9	4	20	20	35	2	29	4	6
6,500- 6,999 ...	1	8	...	...	5	8	18	17	33	4	15	6	7
6,000- 6,499 ...	...	7	...	...	7	2	10	7	17	4	25	2	6
5,500- 5,999 ...	3	2	...	...	1	...	4	7	11	3	4	1	2
5,000- 5,499 ...	2	2	1	...	1	1	...	9	16	...	7	...	6
4,500- 4,999 ...	1	...	...	...	1	2	2	2	7	...	2	...	...
4,000- 4,499 ...	...	...	1	...	1	...	...	2	6	...	1	...	...
Below $4,000	...	...	...	...	...	...	...	1	8	...	...	...	1
Number of individuals for whom salaries are reported	833	338	569	54	414	1,061	656	402	543	131	658	216	163
Median salary	$19,638	$11,667	$19,012	$20,500	$12,346	$15,703	$12,027	$9,783	$9,209	$10,821	$10,364	$12,192	$10,250

TABLE 26-B.--Administrative Officers' Salaries: DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 953 DEGREE-GRANTING INSTITUTIONS, 1965-66

Salary range	Registrar	Comptroller	Business manager	Librarian (head)	Director of summer sessions	Director of extension	Director of placement	Director of public relations	Director of budget	Superintendent (or principal) of laboratory school	Director of athletics	Head football coach	Head basketball coach
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$36,500-36,999	...	...	1	...	...	...	...	...	...	...	...	...	...
. . .													
31,000-31,499	...	1	...	...	...	...	...	...	...	...	...	...	...
. . .													
30,000-30,499	...	...	...	1	...	...	...	...	...	...	...	...	...
. . .													
29,000-29,499	...	...	1	...	...	...	...	...	...	...	...	...	...
. . .													
28,000-28,499	...	1	...	...	...	...	...	...	...	...	...	...	...
. . .													
27,000-27,499	...	1	...	...	...	...	...	1	...	...	1	...	...
26,500-26,999	...	...	...	1	...	...	...	...	...	...	...	...	...
26,000-26,499	...	...	...	1	...	...	...	...	...	...	1	...	...
25,500-25,999	...	...	1	1	...	...	...	...	...	...	1	...	...
25,000-25,499	...	1	...	...	...	...	...	...	1	...	1	...	...
24,500-24,999	...	...	...	...	...	...	...	...	...	...	2	...	...
24,000-24,499	...	1	...	...	...	1	...	...	...	...	2	...	...
23,500-23,999	...	...	...	...	...	...	...	...	1	...	1	1	...
23,000-23,499	...	1	1	2	...	...	...	1	...	...	1	1	...
22,500-22,999	...	1	...	1	...	...	...	...	...	...	...	1	...
22,000-22,499	...	3	3	...	...	...	...	1	...	...	...	6	...
21,500-21,999	...	1	3	2	1	3	...	...	...	...	...	...	...
21,000-21,499	...	2	5	4	...	...	...	1	...	1	3	1	...
20,500-20,999	1	2	5	2	...	...	1	1	...	...	...	1	...
20,000-20,499	...	5	4	4	...	...	...	2	...	...	6	6	...
19,500-19,999	1	2	...	6	1	1	...	2	...	1	1	1	...
19,000-19,499	...	10	5	4	...	1	...	3	2	...	4	2	...
18,500-18,999	...	4	5	4	2	...	2	1	3	...	4	2	...
18,000-18,499	...	6	10	8	2	3	2	1	3	...	8	6	...
17,500-17,999	2	5	7	12	5	1	4	4	1	3	7	4	1
17,000-17,499	5	9	13	6	9	4	...	1	2	1	5	7	1
16,500-16,999	4	14	8	14	3	3	5	5	2	1	9	7	...
16,000-16,499	7	8	24	27	10	8	...	9	1	...	12	6	2
15,500-15,999	8	7	9	12	2	4	8	4	...	3	8	2	2
15,000-15,499	5	17	27	12	7	7	6	13	1	2	11	1	4
14,500-14,999	8	5	18	10	7	5	8	8	...	6	12	5	1
14,000-14,499	14	19	27	19	13	4	7	11	2	2	13	4	5
13,500-13,999	11	8	30	25	4	6	8	7	1	4	11	8	3
13,000-13,499	27	19	34	27	6	11	14	21	8	6	20	6	10
12,500-12,999	20	18	24	18	8	4	6	17	7	5	20	7	14
12,000-12,499	27	20	48	40	7	8	20	25	3	8	18	15	13
11,500-11,999	21	13	33	32	6	7	16	24	4	6	18	10	13
11,000-11,499	32	14	46	41	6	8	22	28	4	9	32	13	19
10,500-10,999	40	13	26	46	5	6	18	25	3	10	31	22	14
10,000-10,499	40	19	49	51	5	6	35	42	6	5	34	13	24
9,500- 9,999	43	19	37	46	2	7	30	34	3	9	28	21	28
9,000- 9,499	59	18	33	60	4	8	26	28	2	14	30	24	32
8,500- 8,999	50	16	21	53	1	6	23	49	3	8	18	16	24
8,000- 8,499	61	14	31	47	...	3	31	44	2	2	19	16	37
7,500- 7,999	48	4	25	43	3	4	24	45	3	2	15	19	35
7,000- 7,499	42	10	16	49	1	1	19	35	...	5	19	6	21
6,500- 6,999	38	2	7	38	...	2	19	30	...	1	3	5	8
6,000- 6,499	35	4	9	19	1	2	10	24	1	1	9	3	5
5,500- 5,999	24	2	3	11	1	2	9	8	...	...	3	2	2
5,000- 5,499	27	...	4	11	...	1	14	6	1	1	3	1	2
4,500- 4,999	10	...	2	7	...	...	6	7	...	...	1	...	3
4,000- 4,499	7	...	...	2	1	...	3	3	...	...	1	...	...
Below $4,000	4	...	...	1	...	...	3	...	...	...	...	...	...
Number of individuals for whom salaries are reported	721	339	655	820	123	137	399	571	70	116	444	271	323
Median salary	$9,123	$12,542	$11,780	$10,225	$14,019	$12,344	$9,708	$9,596	$12,500	$11,000	$11,125	$10,716	$9,383

TABLE 26-C.--Administrative Officers' Salaries: DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 190 UNIVERSITIES, 1965-66

Salary range	Dean, school (or college) of:									
	Agriculture	Architecture	Business	Dentistry	Education	Engineering	Extension	Fine arts	Home economics	Journalism
1	2	3	4	5	6	7	8	9	10	11
$30,500-30,999	...	...	1	...	...	1	...	...	...	...
30,000-30,499	...	...	...	1	...	1	...	...	...	...
. . .										
29,000-29,499	...	...	1	...	...	...	...	...	...	...
28,500-28,999	...	...	...	1	...	1	...	...	...	...
28,000-28,499	...	...	...	...	1	3	...	...	...	...
27,500-27,999	...	...	...	2	...	...	...	...	...	...
27,000-27,499	...	...	1	...	...	1	...	...	...	...
26,500-26,999	...	...	1	1	...	...	...	...	...	...
26,000-26,499	2	...	...	...	...	3	1	1	...	...
25,500-25,999	2	...	...	3	1	5	...	...	...	...
25,000-25,499	2	...	3	4	2	3	...	...	...	...
24,500-24,999	1	...	...	...	4	1	...	...	...	...
24,000-24,499	...	1	3	3	1	1	1	...	...	...
23,500-23,999	...	3	2	...	4	6	...	1	...	...
23,000-23,499	1	1	2	2	2	3	1	...	...	...
22,500-22,999	1	1	2	...	3	...	1	...	...	1
22,000-22,499	4	1	5	3	4	10	1	2	...	...
21,500-21,999	5	...	6	1	6	7	1	1	1	...
21,000-21,499	4	2	6	2	6	6	...	1	1	1
20,500-20,999	3	...	2	1	...	...	6	1	...	...
20,000-20,499	7	2	12	...	9	12	7	5	1	...
19,500-19,999	1	...	4	2	5	4	...	2	2	1
19,000-19,499	4	4	7	1	10	7	1	3	1	1
18,500-18,999	3	2	11	...	9	9	1	6	1	2
18,000-18,499	6	3	14	3	11	2	6	3	5	...
17,500-17,999	4	3	6	...	4	2	2	1	2	1
17,000-17,499	2	1	6	1	5	6	1	...	1	4
16,500-16,999	...	1	6	...	2	5	1	1	6	2
16,000-16,499	4	2	8	...	7	2	6	2	2	1
15,500-15,999	1	1	8	...	6	3	1	1	1	2
15,000-15,499	2	1	6	...	8	2	3	1	...	...
14,500-14,999	4	1	1	...	2	2	3	1	4	...
14,000-14,499	...	...	3	1	3	3	4	2	2	1
13,500-13,999	...	...	4	...	3	1	1	1	1	...
13,000-13,499	...	...	1	...	...	...	...	...	2	1
12,500-12,999	1	...	3	...	3	1	2	...	1	...
12,000-12,499	...	...	2	...	4	...	1	...	...	...
11,500-11,999	...	...	...	...	1	...	...	1	1	...
11,000-11,499	1	...	...	...	1	...	...	...	1	...
10,500-10,999	...	...	...	...	...	1	...	...	...	...
10,000-10,499	...	...	...	...	...	...	...	...	...	...
9,500- 9,999	1	...	1	...	...	...	...	...	1	...
9,000- 9,499	...	...	...	...	...	...	...	...	...	...
8,500- 8,999	...	...	...	...	...	...	...	...	...	...
Below $8,500	...	...	...	...	...	...	...	...	1	...
Number of individuals for whom salaries are reported	66	30	138	32	127	114	52	37	38	18
Median salary	$19,500	$19,000	$18,500	$23,250	$18,694	$20,292	$18,083	$18,875	$16,667	$17,250

TABLE 26-D.--Administrative Officers' Salaries: DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 190 UNIVERSITIES, 1965-66

Salary range	Dean, school (or college) of:										
	Law	Medicine	Music	Nursing	Pharmacy	Physical education	Science	Social work	Veterinary medicine	Graduate school	Others a/
1	2	3	4	5	6	7	8	9	10	11	12
$40,000-40,499	...	1	...	...	...	...	...	...	...	...	...
...											
36,500-36,999	...	1	...	...	...	...	...	...	...	...	...
36,000-36,499	...	1	...	...	...	...	...	...	...	...	...
...											
35,000-35,499	...	...	...	...	...	...	1	...	...	...	...
...											
34,000-34,499	...	2	...	...	...	...	...	...	...	...	...
...											
32,500-32,999	...	1	...	...	...	...	...	...	...	...	...
32,000-32,499	...	1	...	...	...	...	...	...	...	...	1
31,500-31,999	...	...	...	...	...	...	...	...	...	...	...
31,000-31,499	...	2	...	...	...	...	...	...	...	...	...
30,500-30,999	...	...	...	...	...	...	...	...	...	...	...
30,000-30,499	1	5	...	...	...	...	1	...	...	...	1
29,500-29,999	...	2	...	...	...	...	...	1	...	...	...
29,000-29,499	...	2	...	...	...	...	...	...	...	...	...
28,500-28,999	1	2	...	...	...	...	...	...	...	...	...
28,000-28,499	2	4	...	...	...	...	...	1	...	2	...
27,500-27,999	1	4	...	...	...	...	...	...	...	1	...
27,000-27,499	1	2	...	...	...	...	...	...	...	2	1
26,500-26,999	...	2	...	...	...	...	1	...	...	...	...
26,000-26,499	5	4	...	...	...	...	...	...	...	2	...
25,500-25,999	...	...	...	...	...	...	...	...	...	1	...
25,000-25,499	6	5	...	...	1	...	1	...	2	2	1
24,500-24,999	2	2	...	...	...	...	...	...	...	2	...
24,000-24,499	5	2	1	...	2	...	...	...	...	1	1
23,500-23,999	...	...	2	...	2	...	1	...	1	1	1
23,000-23,499	6	2	...	...	2	...	...	...	2	3	1
22,500-22,999	2	1	...	...	...	...	...	3	1	8	1
22,000-22,499	6	...	2	1	3	1	1	1	...	4	...
21,500-21,999	2	...	...	1	2	...	1	2	2	5	1
21,000-21,499	6	...	...	...	3	...	...	3	3	8	1
20,500-20,999	5	...	...	1	1	1	...	5	...	5	2
20,000-20,499	4	1	...	1	2	...	...	1	1	11	2
19,500-19,999	2	...	1	2	...	1	...	...	1	6	3
19,000-19,499	3	...	4	2	4	...	...	3	...	10	4
18,500-18,999	3	1	1	1	3	1	2	3	...	10	2
18,000-18,499	4	...	2	2	5	...	2	2	...	9	5
17,500-17,999	3	...	1	...	1	...	1	2	1	5	3
17,000-17,499	4	...	2	2	5	1	2	4	...	5	4
16,500-16,999	1	...	...	1	4	1	...	1	1	6	2
16,000-16,499	4	...	...	1	3	1	...	...	...	7	2
15,500-15,999	2	...	1	6	3	1	2	1	...	5	1
15,000-15,499	2	1	1	5	2	...	...	2	...	7	2
14,500-14,999	1	...	2	5	1	1	2	1	...	3	...
14,000-14,499	2	...	1	4	1	...	...	...	...	3	1
13,500-13,999	...	...	1	1	...	...	...	...	...	3	1
13,000-13,499	1	...	2	3	1	...	...	...	1	4	1
12,500-12,999	...	...	1	5	...	1	...	...	...	3	4
12,000-12,499	...	...	2	5	2	...	...	...	...	3	1
11,500-11,999	...	...	1	4	1	...	...	...	...	...	...
11,000-11,499	1	...	1	4	...	...	...	...	...	1	...
10,500-10,999	...	...	1	...	...	...	...	...	...	...	...
10,000-10,499	...	...	1	2	...	...	...	1	...	1	...
9,500- 9,999	...	...	...	1	...	...	...	...	...	...	...
9,000- 9,499	...	...	...	2	...	...	...	...	...	...	...
Number of individuals for whom salaries are reported.	88	51	31	62	54	10	18	37	16	149	50
Median salary	$21,167	$27,812	$17,125	$14,500	$18,300	$17,000	$18,500	$19,250	$21,500	$18,975	$18,300

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a/ Includes adult education, communications, design, fisheries, forestry, insurance, library, mines and metal, optometry, professional school, public health, public service, public and international affairs, physical therapy, research, social science and humanities, school of industries, speech, textiles, theology, technology, and vocational-technical school.

TABLE 27-A.--Presidents' Salaries: DISTRIBUTION OF SALARIES PAID TO PRESIDENTS IN 822 INSTITUTIONS, 1965-66

Salary range	Public universities (by enrollment)			Nonpublic universities (by enrollment)		State colleges	Nonpublic colleges (by enrollment)			Total
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	
1	2	3	4	5	6	7	8	9	10	11
$55,000-55,499	...	...	...	...	1	...	...	...	...	1
...										
47,000-47,499	1	...	...	...	...	...	...	...	...	1
46,500-46,999	1	...	...	...	...	...	...	...	...	1
...										
45,000-45,499	1	...	...	1	1	...	...	...	...	3
...										
42,000-42,499	...	...	1	...	...	...	...	...	...	1
...										
40,000-40,499	3	...	...	2	4	...	2	...	...	11
39,500-39,999	1	...	...	...	...	...	...	...	...	1
...										
38,000-38,499	...	...	...	1	...	...	...	...	...	1
37,500-37,999	...	1	...	...	...	...	...	...	...	1
37,000-37,499	1	...	...	...	...	...	...	...	...	1
36,500-36,999	...	...	...	...	...	...	...	...	...	...
36,000-36,499	2	...	...	...	...	...	...	...	...	2
35,500-35,999	...	...	...	...	...	...	...	...	...	...
35,000-35,499	2	1	...	2	3	...	1	...	1	10
34,500-34,999	...	...	...	...	...	...	...	...	...	...
34,000-34,499	...	...	...	...	2	...	...	...	...	2
33,500-33,999	...	1	...	...	...	...	...	...	...	1
33,000-33,499	...	...	...	...	1	...	3	...	...	4
32,500-32,999	5	...	...	...	1	...	...	1	...	7
32,000-32,499	1	1	...	1	1	...	...	...	...	4
31,500-31,999	1	...	...	...	...	...	...	1	...	2
31,000-31,499	1	...	...	1	...	...	...	...	...	2
30,500-30,999	...	...	...	...	...	...	...	...	...	...
30,000-30,499	8	6	1	5	5	2	9	2	...	38
29,500-29,999	1	1	...	...	1	...	...	...	...	3
29,000-29,499	3	3	5	...	...	1	...	...	...	12
28,500-28,999	1	2	...	...	...	...	...	...	...	3
28,000-28,499	...	...	1	...	...	1	...	...	...	2
27,500-27,999	7	...	1	...	1	1	5	...	...	15
27,000-27,499	1	5	1	1	...	...	2	2	...	12
26,500-26,999	1	1	...	...	...	...	...	...	...	2
26,000-26,499	...	...	...	1	...	6	1	...	...	8
25,500-25,999	...	1	...	...	...	1	1	...	...	3
25,000-25,499	6	6	2	...	6	15	17	10	3	65
24,500-24,999	...	3	...	...	...	1	1	1	...	6
24,000-24,499	...	3	3	...	1	11	5	3	...	26
23,500-23,999	...	...	...	...	1	2	2	1	...	6
23,000-23,499	3	2	...	...	...	5	3	1	1	15
22,500-22,999	1	...	1	...	1	5	5	4	1	18
22,000-22,499	2	...	...	...	...	5	4	4	2	17
21,500-21,999	1	...	1	...	...	4	3	3	...	12
21,000-21,499	...	1	4	...	1	3	8	5	2	24
20,500-20,999	...	...	...	...	...	6	1	...	...	7
20,000-20,499	...	1	3	...	2	13	17	16	...	52
19,500-19,999	...	1	...	...	...	12	4	2	1	20
19,000-19,499	...	...	2	...	1	5	1	8	1	18
18,500-18,999	...	...	2	...	1	19	3	6	2	33
18,000-18,499	...	2	2	...	...	16	8	12	3	43
17,500-17,999	...	...	2	...	...	12	5	8	1	28
17,000-17,499	...	...	1	...	...	11	4	7	2	25
16,500-16,999	...	...	2	...	...	23	3	5	2	35
16,000-16,499	...	...	...	...	...	8	7	9	4	28
15,500-15,999	...	...	...	...	...	2	1	2	1	6
15,000-15,499	...	...	...	...	...	9	9	25	6	49
14,500-14,999	...	...	...	...	...	2	1	4	...	7
14,000-14,499	...	...	...	...	...	13	4	9	5	31
13,500-13,999	...	...	...	...	...	2	1	2	3	8
13,000-13,499	...	...	...	...	...	1	...	4	1	6
12,500-12,999	...	...	...	...	...	...	1	7	9	17
12,000-12,499	...	...	...	...	...	1	2	10	8	21
11,500-11,999	...	...	...	...	...	1	1	2	1	5
11,000-11,499	...	...	...	...	...	...	1	5	3	9
10,500-10,999	...	...	...	...	...	1	...	1	2	4
10,000-10,499	...	...	...	...	...	...	2	3	6	11
9,500- 9,999	...	...	...	...	...	...	...	2	2	4
9,000- 9,499	...	...	...	...	...	...	...	...	4	4
8,500- 8,999	...	...	...	...	...	...	...	1	2	3
8,000- 8,499	...	...	...	...	...	...	...	3	1	4
7,500- 7,999	...	...	...	...	...	...	...	...	4	4
7,000- 7,499	...	...	...	...	...	...	...	...	1	1
6,500- 6,999	...	...	...	...	...	...	...	...	1	1
Below $6,500	...	...	...	...	...	...	...	3	3	6
Number of individuals for whom salaries are reported	55	42	35	15	35	220	148	194	89	833
Median salary	$30,031	$27,000	$21,438	$31,250	$30,150	$18,711	$20,471	$17,000	$12,861	$19,638

TABLE 27-B.--Presidents' Salaries: DISTRIBUTION OF INSTITUTIONS BY PERQUISITES GIVEN TO PRESIDENTS, 822 INSTITUTIONS, 1965-66

Perquisites	Public universities (by enrollment)			Nonpublic universities (by enrollment)		State colleges	Nonpublic colleges (by enrollment)			Total
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	
1	2	3	4	5	6	7	8	9	10	11
House	10	4	8	...	4	38	18	31	16	129
Car	1	...	...	...	1	...	1	2	1	6
House and car	11	8	8	5	7	13	25	11	2	90
House and servant	1	...	1	...	...	1	2	...	...	5
House and utilities	2	1	2	...	...	15	7	12	6	45
House and expense allowance	5	1	...	...	1	3	7	12	3	32
House, car, and expense allowance	2	4	1	3	3	4	14	18	4	53
Expense allowance	1	1	2	...	1	6	3	4	...	18
House, car, and utilities	1	...	1	...	...	3	3	6	...	14
House, car, and servant(s)	1	2	2	...	1	1	3	3	...	13
House, car, servant, and expense allowance	2	1	...	...	...	...	2	1	...	6
House, car, utilities, and expense allowance	...	...	...	...	...	...	1	4	2	7
Other	2	2	2	...	1	6	3	9	3	28
Total receiving perquisites	39	24	27	8	19	90	89	113	37	446

TABLE 28.--Undergraduate Deans' Salaries: DISTRIBUTION OF SALARIES PAID TO DEANS OF THE COLLEGE IN 779 DEGREE-GRANTING INSTITUTIONS, BY TYPE OF INSTITUTION, 1965-66

Salary range	Public universities (by enrollment)			Nonpublic universities (by enrollment)		State colleges	Nonpublic colleges (by enrollment)			Total
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	
1	2	3	4	5	6	7	8	9	10	11
$30,500-30,999	...	...	...	2	...	...	...	...	...	2
...										
28,500-28,999	1	...	...	...	...	...	...	...	...	1
28,000-28,499	1	...	...	...	1	...	...	...	...	2
27,500-27,999	1	...	...	1	...	...	...	...	...	2
27,000-27,499	1	...	...	...	...	...	...	...	...	1
...										
26,000-26,499	3	...	...	...	...	...	1	...	...	4
25,500-25,999	2	...	...	...	...	...	...	...	...	2
25,000-25,499	5	1	...	1	1	1	...	...	1	10
24,500-24,999	5	1	...	1	...	1	...	...	...	8
24,000-24,499	2	5	...	...	1	1	1	...	...	10
23,500-23,999	3	1	...	...	...	1	1	...	...	6
23,000-23,499	8	...	...	1	1	1	...	...	...	11
22,500-22,999	6	4	4	...	...	...	...	...	...	14
22,000-22,499	11	1	1	...	2	1	1	...	...	17
21,500-21,999	2	5	2	3	1	...	1	...	...	14
21,000-21,499	7	3	...	...	1	2	...	...	...	13
20,500-20,999	6	3	1	1	1	2	1	...	...	15
20,000-20,499	13	5	2	3	...	3	3	1	...	30
19,500-19,999	6	2	...	1	1	5	1	...	...	16
19,000-19,499	4	2	3	1	...	5	3	...	2	20
18,500-18,999	2	2	6	3	2	14	...	1	...	30
18,000-18,499	4	2	4	6	4	9	4	5	2	40
17,500-17,999	5	2	1	1	2	34	5	3	2	55
17,000-17,499	2	5	4	2	5	12	9	4	1	44
16,500-16,999	1	5	6	1	3	31	7	6	1	61
16,000-16,499	2	8	4	5	6	30	6	4	3	68
15,500-15,999	...	2	5	...	2	31	12	3	3	58
15,000-15,499	1	1	2	...	7	22	10	8	3	54
14,500-14,999	1	...	1	1	2	14	4	6	...	29
14,000-14,499	3	2	2	2	3	26	13	7	...	58
13,500-13,999	1	2	...	1	3	18	7	13	...	45
13,000-13,499	...	1	...	1	...	16	6	19	3	46
12,500-12,999	1	...	2	...	2	11	11	19	2	48
12,000-12,499	...	1	...	...	4	8	8	14	5	40
11,500-11,999	1	...	1	...	1	5	3	6	2	19
11,000-11,499	...	...	1	...	...	2	9	15	4	31
10,500-10,999	...	...	...	...	...	1	4	8	3	16
10,000-10,499	...	...	...	1	...	4	4	21	9	39
9,500- 9,999	...	...	...	...	...	...	5	6	4	15
9,000- 9,499	...	...	...	...	...	2	5	6	13	26
8,500- 8,999	...	...	...	...	...	...	...	...	4	4
8,000- 8,499	...	...	...	...	...	1	4	5	6	16
7,500- 7,999	...	...	...	...	...	1	...	1	2	4
7,000- 7,499	...	...	...	...	...	...	...	...	4	4
6,500- 6,999	...	...	...	...	...	...	...	1	7	8
6,000- 6,499	...	...	...	...	...	...	...	...	2	2
...										
5,000- 5,499	...	...	...	...	...	...	...	...	1	1
Below $5,000	...	...	...	...	...	...	...	2	...	2
Number of individuals for whom salaries are reported	111	66	52	39	56	315	149	184	89	1,061
Median salary	$21,179	$19,000	$17,250	$18,375	$16,333	$15,927	$14,327	$12,684	$10,083	$15,703

TABLE 29.--Large Public Universities: SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 10,000 AND OVER, 1965-66

Positions	Number of individuals reported	Range of salaries paid				
		Lowest	Q1	Median	Q3	Highest
1	2	3	4	5	6	7
Assistant to the president	37	$ 8,625	$14,208	$16,250	$19,375	$26,500
Business manager	37	10,000	14,062	16,125	19,125	25,500
Comptroller	39	12,000	14,875	16,917	19,225	28,000
Dean of graduate school	46	13,500	19,312	21,100	22,625	28,000
Dean of men	36	8,500	11,875	13,000	14,500	17,500
Dean of students	42	12,000	15,812	18,000	19,750	24,850
Dean of women	39	10,300	11,575	12,821	14,062	17,760
Dean, school of agriculture	31	15,660	20,094	21,188	22,375	26,000
Dean, school of business	45	13,500	18,875	21,312	22,875	29,000
Dean, school of education	45	13,500	19,188	20,375	22,458	28,000
Dean, school of engineering	38	17,820	21,050	22,214	23,938	30,000
Dean, school of extension	26	12,200	17,250	20,083	20,750	26,000
Dean, school of home economics	20	11,500	16,250	17,750	18,750	21,500
Dean, school of law	29	19,000	21,312	23,250	25,438	28,000
Dean, school of medicine	24	23,100	26,250	28,250	30,000	36,000
Dean, school of nursing	23	12,000	14,625	15,875	19,312	22,008
Dean, school of pharmacy	28	14,600	17,750	20,250	22,333	25,000
Dean, school of social welfare	23	14,600	17,688	19,250	21,562	29,300
Director of admissions	44	11,400	13,214	14,000	16,250	24,600
Director of athletics	41	9,972	16,542	18,188	20,438	27,000
Director of audio-visual service	26	7,550	11,550	12,667	14,438	19,188
Director of development	23	9,000	13,875	16,250	19,312	22,800
Director of extension	19	10,000	13,375	16,083	18,125	24,000
Director of personnel	29	9,500	10,625	12,917	13,792	25,000
Director of placement	40	7,700	10,375	12,167	14,666	20,590
Director of public relations	36	9,100	12,833	15,250	17,666	23,200
Director of research or testing service	26	9,500	13,625	15,500	18,250	22,056
Head basketball coach	42	8,550	11,450	12,750	14,188	17,000
Head football coach	43	7,000	15,688	17,750	20,156	23,500
Librarian (head)	49	13,250	16,156	17,688	19,975	26,500
Registrar	38	8,600	12,875	14,167	15,750	20,850
Superintendent of laboratory school	19	9,600	11,438	14,125	16,625	21,360
Vice-president	110	16,000	22,150	24,500	28,062	37,500

Typically the institutions require 12 months of service of undergraduate deans. Less than 11 months' service is required by the following percents of institutions: large public universities, 2.3 percent; state colleges, 6.4 percent; large nonpublic colleges, 4.2 percent; medium size nonpublic colleges 1.3 percent; and small nonpublic colleges, 7.0 percent.

Provision of perquisites is most widespread among the nonpublic colleges where about 1 undergraduate dean in 7 has them. The types and percents of persons having perquisites who have each type are as follows: housing, 76.0 percent; expense allowance, 40.5 percent; utilities, 12.7 percent; car, 7.6 percent; food, 2.5 percent; and 1.3 percent each have country club dues, maid, or tuition for children.

Other Administrative Positions

The salaries of 820 persons having the position of head librarian are reported in Tables 26-B and 29-37. The median salary of $10,225 is an increase of 15.1 percent above the median salary in the study two years ago. An annual salary of less than $7,000 is being paid to 10.9 percent; less than $6,000 is being paid to 3.9 percent of persons having the position of head librarian. At the other end of the distribution, 5.0 percent of the head librarians are being paid $18,000 or more; an annual salary of $16,000 or more is being paid to 12.2 percent of persons having this position.

The median salaries of head librarians in the different types of institutions range from

TABLE 30.--Mid-Size Public Universities: SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 5,000-9,999, 1965-66

Positions	Number of individuals reported	Range of salaries paid Lowest	Q1	Median	Q3	Highest
1	2	3	4	5	6	7
Assistant to the president	24	$ 8,375	$12,125	$14,000	$17,500	$22,050
Business manager	20	9,688	12,500	14,750	17,500	23,200
Comptroller	26	10,512	12,688	14,333	16,583	23,000
Dean of graduate school	37	12,000	16,812	18,650	20,344	24,800
Dean of men	27	9,000	10,575	11,625	13,625	16,300
Dean of students	38	10,400	14,250	16,500	18,750	24,150
Dean of women	31	7,500	10,229	11,438	12,562	17,840
Dean, school of agriculture	20	14,500	16,750	18,333	21,000	25,000
Dean, school of business	30	12,720	16,250	18,375	19,350	22,900
Dean, school of education	32	12,720	16,333	18,375	19,500	24,500
Dean, school of engineering	27	14,000	17,469	19,688	21,562	25,500
Dean, school of law	17	14,400	17,312	19,750	21,375	26,000
Director of admissions	34	7,200	12,188	13,167	15,750	22,733
Director of athletics	34	9,000	12,750	15,500	17,250	24,500
Director of audio-visual service	18	7,860	8,875	11,500	12,625	17,080
Director of development	18	9,500	11,375	13,500	16,583	21,000
Director of extension	20	8,600	12,750	14,750	16,750	21,500
Director of personnel	20	6,000	10,000	11,250	12,000	15,000
Director of placement	32	7,220	9,167	10,500	11,875	16,600
Director of public relations	25	7,440	10,062	12,583	15,094	19,000
Director of research or testing service	22	9,000	11,083	12,750	15,250	22,000
Director of summer sessions	17	10,700	14,042	16,188	17,075	17,244
Head basketball coach	28	8,000	10,000	11,500	13,000	17,700
Head football coach	28	8,000	12,333	14,000	16,833	23,000
Librarian (head)	41	9,410	12,208	14,458	17,219	20,150
Registrar	31	8,000	10,958	12,688	14,562	17,800
Vice-president	64	15,000	19,143	20,667	23,250	30,000

TABLE 31.--Small Public Universities: SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC UNIVERSITIES WITH ENROLLMENTS UNDER 5,000, 1965-66

Positions	Number of individuals reported	Range of salaries paid Lowest	Q1	Median	Q3	Highest
1	2	3	4	5	6	7
Business manager	21	$ 8,940	$11,812	$12,875	$14,438	$18,500
Dean of graduate school	22	11,010	14,875	16,750	18,125	22,830
Dean of men	21	7,000	8,812	9,750	11,125	13,000
Dean of students	32	11,000	12,600	13,750	16,000	18,000
Dean of women	29	5,420	8,771	10,250	11,344	15,000
Dean, school of agriculture	14	9,600	14,750	17,667	18,375	20,413
Dean, school of business	15	12,780	15,688	17,250	18,406	19,000
Dean, school of education	22	11,010	13,750	15,500	18,188	21,600
Dean, school of engineering	15	12,600	16,375	18,583	20,062	23,950
Director of admissions	25	6,600	9,562	11,125	12,938	15,000
Director of athletics	21	9,504	11,225	12,625	13,938	20,010
Director of extension	16	5,600	11,000	13,167	16,250	17,004
Director of placement	19	4,800	7,938	8,375	10,062	12,900
Director of public relations	25	7,787	9,708	11,188	13,375	17,700
Director of research or testing service	21	8,000	10,062	11,250	12,938	16,320
Head basketball coach	21	6,400	8,656	9,417	10,344	11,004
Head football coach	15	8,200	9,875	10,750	12,375	12,550
Librarian (head)	32	7,004	10,500	13,125	15,750	20,000
Registrar	25	7,300	10,062	11,750	13,219	15,661
Vice-president	27	12,000	17,438	19,375	22,312	30,000

TABLE 32.--Large Nonpublic Universities: SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC UNIVERSITIES WITH ENROLLMENTS OF 5,000 AND OVER, 1965-66

Positions	Number of individuals reported	Range of salaries paid				
		Lowest	Q^1	Median	Q^3	Highest
1	2	3	4	5	6	7
Business manager	16	$11,800	$16,500	$18,333	$21,000	$36,500
Comptroller	20	9,750	13,750	15,750	18,000	27,000
Dean of graduate school	14	12,000	16,750	18,500	21,125	27,500
Dean of men	14	9,000	9,750	10,750	12,250	15,600
Dean of students	12	10,500	12,250	14,250	16,750	22,500
Dean of women	17	7,000	8,625	10,312	11,875	13,200
Dean, school of business	18	12,700	15,875	18,167	20,250	30,500
Dean, school of education	12	12,240	16,500	19,000	22,500	25,200
Dean, school of engineering	12	15,220	18,750	20,250	26,750	30,500
Dean, school of law	15	14,100	17,188	21,625	25,062	30,000
Director of admissions	20	8,000	11,500	13,167	14,750	21,000
Director of athletics	19	10,000	11,375	14,750	16,406	18,000
Director of development	16	12,000	15,250	18,000	20,750	30,000
Director of personnel	16	8,250	10,750	14,250	15,333	16,250
Director of placement	18	5,500	9,083	10,250	12,375	18,000
Director of public relations	17	8,000	13,125	15,083	16,438	27,000
Head basketball coach	15	9,400	10,188	11,125	12,062	13,000
Librarian (head)	22	9,800	12,250	15,500	18,250	30,000
Registrar	22	8,900	10,750	12,000	13,812	17,400
Vice-president	39	16,500	22,458	25,312	29,312	40,000

$17,688 in the large public universities down to $7,273 in the small nonpublic colleges. The change in median salaries since the previous study, the percent of institutions requiring 12 months of service, and the ratio of the median annual salary of the head librarian to the median nine-month salary of professors in each type of institution are as follows:

Type of institution	Ratio of median to professors' median	Percent of institutions requiring 12 months	Percent change of median since 1963-64
Public universities (by enrollment)			
10,000 and over .	1.3	79.1%	12.9%
5,000-9,999	1.1	74.2	-2.0
Less than 5,000 .	1.1	92.9	21.5
Nonpublic universities (by enrollment)			
5,000 and over ..	1.0	81.3	-1.6
Less than 5,000 .	0.9	76.5	15.0
State colleges	0.9	71.3	17.3
Nonpublic colleges (by enrollment)			
1,000 and over ..	0.9	68.8	10.3
500-999	0.8	59.2	12.3
Less than 500 ...	0.8	47.3	14.8
All head librarians	0.8	67.3%	15.1%

Institutions typically require 12 months of service of head librarians. The following percents of institutions require nine or 10 months' annual service: large public universities, 2.3 percent; medium size public universities, 3.2 percent; large nonpublic universities, 6.2 percent; state colleges, 15.6 percent; large nonpublic colleges, 7.0 percent; medium size nonpublic colleges, 16.7 percent; and, small nonpublic colleges 24.3 percent.

Salaries are reported for 721 persons holding the position of registrar. These are shown in Tables 26-B and 29-37. The median salary of $9,123 is an increase of 12.0 percent during the past two years. An annual salary of less than $5,500 is being paid to 6.7 percent of the registrars; 10.0 percent receive an annual salary of less than $6,000. At the other end of the distribution, 5.8 percent of the registrars are being paid an annual salary of $14,500 or higher; 12.9 percent receive annual salaries of $13,000 or higher.

The median salaries of registrars in the various types of institutions range from $14,167 in the large public universities down to $6,719 in the small nonpublic colleges. The following is a list of the ratio of the median annual salary of registrars to the median nine-month salary of professors, the percent of institutions requiring 12 months of service, and the percent change in the median salary of registrars since 1963-64 by the type of institution:

Type of institution	Ratio of median to professors' median	Percent of institutions requiring 12 months	Percent change of median since 1963-64
Public universities (by enrollment)			
10,000 and over	1.0	78.8%	8.1%
5,000-9,999 ...	1.0	83.3	0.6
Less than 5,000	1.0	95.2	11.9
Nonpublic universities (by enrollment)			
5,000 and over.	0.8	87.5	-1.6
Less than 5,000	0.8	76.5	8.8
State colleges ..	0.8	90.4	10.5
Nonpublic colleges (by enrollment)			
1,000 and over.	0.8	75.0	10.1
500-999	0.8	71.2	7.1
Less than 500 .	0.7	62.5	6.7
All registrars ..	0.7	78.1%	12.0%

The registrars are typically required to serve 12 months with 78.1 percent of the institutions reporting this length of required service. Less than 11 months is required in only the colleges, as follows: state colleges, 2.2 percent; large nonpublic colleges, 1.6 percent; medium size nonpublic colleges, 1.4 percent; and small nonpublic colleges, 5.4 percent.

The salary being paid to the dean or director of admissions is reported by 658 institutions (Tables 26-A and 29-37). The number of persons in this position is 69.0 percent of the total number of institutions reporting administrative salaries, an increase over the 61.6 percent of the number of reporting institutions represented by the number of persons in this position reported in the previous salary survey. The median of the salaries of the deans or directors of admissions is $10,364, an increase of 8.3 percent over the median salary in the study two years ago. An annual salary of less than $7,500 is being paid to 12.6 percent of these persons; less than $6,500 is being paid to 5.9 percent. At the upper levels, 12.0 percent are being paid $14,000 or higher; 5.3 percent are being paid $16,000 or higher annual salaries.

The range of median salaries paid to the dean or director of admissions in the various types of institutions is from $14,000 in the large public universities down to $7,643 in the small nonpublic colleges. The ratio of the

TABLE 33.--Small Nonpublic Universities: SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC UNIVERSITIES WITH ENROLLMENTS UNDER 5,000, 1965-66

Positions	Number of individuals reported	Range of salaries paid				
		Lowest	Q^1	Median	Q^3	Highest
1	2	3	4	5	6	7
Business manager	25	$ 7,600	$11,062	$14,250	$16,875	$21,000
Comptroller	32	7,800	11,250	14,250	18,000	31,000
Dean of graduate school	30	10,000	15,083	16,300	19,625	27,000
Dean of men	29	6,250	7,875	10,125	12,292	15,100
Dean of students	33	8,000	11,625	12,875	14,438	23,000
Dean of women	32	6,500	9,050	9,450	10,500	13,200
Dean, school of business	30	9,800	15,417	16,750	19,250	27,000
Dean, school of engineering	22	10,600	15,750	18,250	21,917	27,000
Director of admissions	41	7,000	9,906	12,050	13,575	17,500
Director of athletics	40	8,000	10,500	12,667	14,500	18,000
Director of development	28	9,025	13,750	15,250	17,333	36,000
Director of placement	32	5,300	8,000	9,143	10,250	15,500
Director of public relations	40	8,000	10,250	11,667	13,125	20,000
Head, basketball coach	27	7,700	8,375	9,438	10,375	11,800
Librarian (head)	43	7,200	10,175	11,850	14,625	26,000
Registrar	45	6,000	9,281	10,361	11,625	16,000
Vice-president	65	10,000	18,188	20,281	23,458	35,000

TABLE 34.--State Colleges: SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN STATE COLLEGES, 1965-66

Positions	Number of individuals reported	Range of salaries paid Lowest	Q^1	Median	Q^3	Highest
1	2	3	4	5	6	7
Assistant to the president	92	$6,100	$10,045	$11,429	$14,000	$18,382
Business manager	170	5,900	10,317	12,028	13,925	21,000
Dean of men	121	6,000	9,087	10,159	11,554	16,800
Dean of students	180	7,400	11,650	13,306	15,227	20,880
Dean of women	156	5,500	8,900	9,815	11,125	19,440
Director of admissions	144	6,240	9,944	11,800	13,444	18,240
Director of athletics	96	6,288	10,050	11,200	12,750	15,852
Director of placement	116	4,800	9,885	11,050	13,273	17,580
Director of public relations	124	4,500	8,643	10,000	11,357	17,400
Librarian (head)	210	6,800	9,804	11,176	12,917	16,920
Registrar	183	3,780	8,538	9,943	12,010	17,150

median annual salaries to the median nine-month salary of professors, the percent of institutions requiring 12 months' service, and the percent change of annual median salaries of dean or director of admissions since 1963-64 by type of institution follow:

Type of institution	Ratio of median to professors' median	Percent of institutions requiring 12 months	Percent change of median since 1963-64
Public universities (by enrollment)			
10,000 and over.	1.0	78.9%	...
5,000-9,999	1.0	76.9	10.2%
Less than 5,000.	0.9	92.0	4.0
Nonpublic universities (by enrollment)			
5,000 and over .	0.9	87.5	5.3
Less than 5,000.	0.9	76.5	18.8
State colleges ...	1.0	90.7	10.6
Nonpublic colleges (by enrollment)			
1,000 and over .	0.9	75.4	4.8
500-999	0.9	70.2	5.9
Less than 500 ..	0.8	51.5	11.4
All deans or directors of admissions	0.8	76.9	8.3%

The directors or deans of admissions typically are required to serve 12 months with 76.9 percent of the institutions reporting this length of service. Less than 11 months of annual service is required only in colleges, as follows: state colleges, 1.0 percent; large nonpublic colleges, 1.6 percent; medium size nonpublic colleges, 2.1 percent; and small nonpublic colleges, 6.1 percent.

The number of individuals for whom salary is reported and the median salary of other positions where the number reported exceeds two-thirds of the number of institutions are as follows: dean of students, 656 persons, median salary of $12,027; and business manager, 655 persons, median salary of $11,780. The length of required service is 12 months among 72.9 percent of institutions reporting information about deans of students; and among 80.2 percent of the institutions reporting salary information for the business manager.

The positions of vice-president and director of development continue to grow at a more rapid pace than other administrative positions. The number of persons having title of vice-president represents 59.7 percent of the number of reporting institutions this session; it represented only 49.7 percent of institutions in the study two years ago. The number of persons having title of director of development is 43.4 percent of the number of reporting institutions; two years ago this was 36.9 percent.

The median annual salaries and the percent increase of these medians over the median salaries two years ago for other positions in which salaries are reported for more than 100 persons are as follows:

Position	Median salary	Percent increase over session 1963-64
Assistant to the president	$11,667	8.2%
Vice-president	19,012	11.0
Director of development ..	12,346	9.2
Dean of students	12,027	12.5
Dean of men	9,783	7.0
Dean of women	9,209	12.1
Director of personnel	10,821	12.2
Director of research or testing service	12,192	14.9
Director of audio-visual service	10,250	13.5
Comptroller	12,542	15.6
Business manager	11,780	12.1
Director of summer sessions	14,019	10.0
Director of extension	12,344	12.0
Director of placement	9,708	11.7
Director of public relations	9,596	13.7
Superintendent or principal of laboratory school	11,000	9.7
Director of athletics	11,125	12.7
Head football coach	10,716	15.0
Head basketball coach	9,383	9.8

Deans of Professional Schools

Tables 26-C and 26-D contain the distributions and median salaries of the deans of the professional schools or colleges among the 190 universities reporting salary information. The range and quartile distributions are given by type of university in Tables 29-33. As in the past, the dean of the graduate school is the position reported most frequently, 149 times. The median salary being paid is $18,975. The annual salaries range from $28,000 down to $10,000. At the low end of the distribution 5.4 percent of these deans receive annual salaries of less than $13,000; 10.1 percent receive annual salaries of less than $14,000. An annual salary of $25,500 or higher is being paid to 5.4 percent of these deans; and 9.4 percent receive annual salaries of $23,500 or greater.

Second most frequent in number reported is the deanship of the school of business, reported 138 times, having a median annual salary of $18,500. The salaries paid to this position range from $30,500 down to $9,500, the widest range of the deanship positions reported. An

TABLE 35.--Large Nonpublic Colleges: SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC COLLEGES WITH ENROLLMENTS OF 1,000 AND OVER, 1965-66

Positions	Number of individuals reported	Range of salaries paid				
		Lowest	Q^1	Median	Q^3	Highest
1	2	3	4	5	6	7
Business manager	125	$7,000	$10,304	$12,458	$14,359	$29,000
Comptroller	85	6,320	9,391	11,050	14,075	25,000
Dean of men	79	5,290	7,812	9,146	10,354	16,500
Dean of students	113	6,000	9,736	11,042	12,438	20,000
Dean of women	99	5,100	7,586	8,528	9,732	15,000
Director of admissions	143	5,000	8,610	9,875	11,352	15,750
Director of athletics	102	5,200	9,058	10,273	11,844	20,000
Director of development	110	6,900	10,350	12,571	14,292	25,000
Director of placement	89	3,555	6,736	7,906	9,609	15,000
Director of public relations	126	5,300	7,883	8,941	10,750	16,250
Librarian (head)	151	5,100	8,619	9,625	11,453	16,896
Registrar	147	4,104	7,788	8,869	9,958	14,300
Vice-president	103	7,500	13,792	15,550	18,161	35,000

TABLE 36.--Mid-Size Nonpublic Colleges: SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC COLLEGES WITH ENROLLMENTS OF 500-999, 1965-66

Positions	Number of individuals reported	Range of salaries paid				
		Lowest	Q^1	Median	Q^3	Highest
1	2	3	4	5	6	7
Business manager	166	$4,875	$8,750	$10,333	$12,304	$18,740
Dean of students	155	4,875	8,132	9,365	11,012	17,000
Dean of women	108	3,245	6,000	7,062	8,045	13,505
Director of admissions	165	4,000	7,508	8,598	9,812	15,000
Director of development	136	4,500	9,400	11,227	13,364	21,500
Director of public relations	139	4,000	6,925	7,908	9,016	16,000
Librarian (head)	188	3,627	7,077	8,065	9,325	15,000
Registrar	167	3,627	6,354	7,511	8,389	14,666

TABLE 37.--Small Nonpublic Colleges: SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC COLLEGES WITH ENROLLMENTS UNDER 500, 1965-66

Positions	Number of individuals reported	Range of salaries paid				
		Lowest	Q^1	Median	Q^3	Highest
1	2	3	4	5	6	7
Business manager	75	$5,000	$7,208	$8,250	$10,562	$17,800
Dean of students	51	5,800	6,859	7,750	8,938	14,400
Director of admissions	42	4,800	6,250	7,643	8,917	14,000
Director of development	43	4,000	7,292	8,583	12,406	20,000
Director of public relations	39	4,200	6,264	7,050	8,625	13,000
Librarian (head)	84	4,000	6,250	7,273	9,167	15,500
Registrar	63	3,720	5,554	6,719	7,825	12,600

annual salary of less than $14,500 is being paid to 10.1 percent of persons in this position; 4.3 percent receive an annual salary of less than $13,000. An annual salary of $23,000 or more is being paid to 10.1 percent of the deans of the school or college of business; 5.1 percent receive an annual salary of $25,000 or more.

Only two other positions are identified more than 100 times: dean of the school or college of education, 127 times; and the dean of the school or college of engineering, 114 times. The frequency of reporting of the dean of professional school positions has remained relatively constant during the past two years with the exception that the position of dean of the extension school or college has increased to 52 persons this session from 38 during 1963-64. This is an increase of 36.8 percent in the number of positions reported, while the total number of institutions reporting decreased from 197 in 1963-64 to 190 in the present study. Other positions which have grown in frequency of reporting are dean of school or college of architecture, 30 positions reported, an increase of 30.4 percent over two years ago; dean of the school or college of social work, 37 positions reported, an increase of 19.4 percent over two years ago; and dean of the school or college of education, 127 positions reported, an increase of 5.8 percent over two years ago.

Following are the median salaries in the 20 most frequently listed dean of professional school positions, together with the two-year percent of increase of the medians, from 1963-64 to 1965-66:

Professional school	Median salary of dean	Percent increase from 1963-64 to 1965-66
Medicine	$27,812	10.3%
Dentistry	23,250	12.0
Veterinary medicine	21,500	7.5
Law	21,167	14.0
Engineering	20,292	12.1
Agriculture	19,500	13.0
Social work	19,250	14.9
Architecture	19,000	7.0
Graduate school	18,975	15.8
Fine arts	18,875	18.6
Education	18,694	14.5
Business	18,500	11.7
Science	18,500	-2.6
Pharmacy	18,300	13.7
Extension	18,083	9.6
Journalism	17,250	8.7
Music	17,125	16.1
Physical education	17,000	7.1
Home economics	16,667	9.3
Nursing	14,500	11.5

Administrative Positions by Type of Institution

Tables 27 and 28 provide the distribution of salaries paid to the president and the undergraduate deans in each type of institution of higher education. Tables 29 through 37 provide many specific items about the other administrative positions by type of institution. These tables show the number of positions being reported and the high, low, median, and first and third quartiles for the positions reported most frequently in each type of institution.

VIII. SALARY SCHEDULES AND THEIR PROVISIONS

Respondents were asked to indicate whether or not their institutions have an officially adopted salary schedule. The definition of salary schedule was left to the respondent with the result that a wide variety of salary policies are reported as salary schedules. For valid interpretation of information in this section it is suggested that presence of a salary schedule typically means there is a salary policy which prescribes the beginning salary for each professorial rank, and may indicate the size and/or number of increments, and usually indicates the maximum salary to be paid for each level of professorial rank. Typically the schedules sent to the Research Division do not specify the criteria for placement at a given level of faculty rank, requirements for advancing in the range of salary within the ranks, or the length of time usually assigned to advancement in the range of salaries for a given rank.

Table 38 shows the status of salary schedule policies in the 1,017 reporting institutions by type of institution. While more than half of the institutions maintain a salary schedule, practices are not equally prevalent in the various types of institutions. Only slightly more than one-third of the large public universities and the small nonpublic universities and 2 in 5 of the large nonpublic universities report that they maintain a salary schedule. Salary schedules are most prevalent in the state colleges and in the large and medium size nonpublic colleges where about 3 in 5 report that they presently have them.

Institutions not having a salary schedule but contemplating the inauguration of one constitute 11.7 percent of the responding institutions. Movement in the direction of establishing salary schedules is most marked among the nonpublic colleges and in the small universities, public and nonpublic. These institutions constitute more than 90 percent of all institutions planning to inaugurate a salary schedule.

The extent to which salary schedules are reported among degree-granting institutions has not changed significantly from the status observed in two previous salary studies:

Session	Percent of institutions having or planning to have salary schedules
1961-62	71.5%
1963-64	70.6
1965-66	68.3

While the percent of institutions having or planning to have salary schedules is nominally lower now than in 1961-62, this difference is not great enough to suggest a trend in the use of salary scheduling in higher education.

Table 39 shows that among the institutions presently having a salary schedule, only a few

TABLE 38.--SALARY SCHEDULE POLICIES, 1,017 DEGREE-GRANTING INSTITUTIONS, 1965-66

Policy	Public universities (by enrollment)			Nonpublic universities (by enrollment)		State colleges	Nonpublic colleges (by enrollment)			Total	
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12
Maintains schedule .	17	20	19	12	20	142	112	155	79	576	56.6%
No schedule in operation	31	17	11	16	28	79	53	47	40	322	31.7
No schedule in operation, but one contemplated	1	3	6	...	8	7	22	41	31	119	11.7
Number of institutions reporting	49	40	36	28	56	228	187	243	150	1,017	100.0%

TABLE 39.--EXTENT TO WHICH SALARY SCHEDULE PROVISIONS APPLY UNIFORMLY TO FULL-TIME TEACHERS IN ALL DEPARTMENTS IN 571 INSTITUTIONS, 1965-66

Item	Public universities (by enrollment)			Nonpublic universities (by enrollment)		State colleges	Nonpublic colleges (by enrollment)			Total	
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12
Salary provisions apply uniformly to all departments	15	19	18	7	16	140	108	151	73	547	95.8%
Higher salaries are provided for certain departments	2	1	1	4	4	1	4	4	3	24	4.2
Number of institutions reporting .	17	20	19	11	20	141	112	155	76	571	100.0%
Number not indicating	...	...	...	...	...	...	...	...	...	...	...
Number with no salary schedule ...	32	20	17	16	36	86	75	88	71	441	
Total number of institutions	49	40	36	28	56	228	187	243	150	1,017	
Departments in which higher salaries are stipulated:											
Law	1	...	...	3	4	1	1	...	...	10	
Science	1	...	...	...	2	...	2	1	...	6	
Medicine	2	...	...	3	...	...	...	...	...	5	
Dentistry	1	...	...	1	1	...	...	...	...	3	
Engineering	...	1	...	...	2	...	...	...	...	3	
Nursing	...	...	...	1	...	...	...	...	1	2	
Social work	...	...	1	...	...	...	...	1	...	2	
Other[a/]	...	...	...	...	2	...	...	2	...	4	

[a/] Includes fields mentioned only once: business, English, mathematics, and music.

TABLE 40.--YEAR IN WHICH THE SALARY SCHEDULE WAS MOST RECENTLY REVISED IN 561 INSTITUTIONS, 1965-66

Year	Public universities (by enrollment)			Nonpublic universities (by enrollment)		State colleges	Nonpublic colleges (by enrollment)			Total	
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12
1965	12	14	14	3	16	103	70	90	45	367	65.4%
1964	3	3	2	6	...	15	22	34	16	101	18.0
1963	1	3	1	2	3	14	8	17	8	57	10.2
1962	1	...	1	1	1	4	9	5	3	25	4.5
1961	...	...	1	...	...	1	...	3	2	7	1.2
1960	...	...	...	...	...	...	...	2	1	3	0.5
1942	...	...	...	...	...	...	...	...	1	1	0.2
Number of institutions reporting	17	20	19	12	20	137	109	151	76	561	100.0%
Number not indicating	...	...	...	...	...	5	3	4	3	15	
Number with no salary schedule	32	20	17	16	36	86	75	88	71	441	
Total number of institutions	49	40	36	28	56	228	187	243	150	1,017	

TABLE 41.--DEVIATIONS FROM SALARY SCHEDULE TO OBTAIN TEACHERS IN FIELDS OF SCARCITY, 552 DEGREE-GRANTING INSTITUTIONS, 1965-66

Practice	Public universities (by enrollment) 10,000 and over	Public universities (by enrollment) 5,000-9,999	Public universities (by enrollment) Under 5,000	Nonpublic universities (by enrollment) 5,000 and over	Nonpublic universities (by enrollment) Under 5,000	State colleges	Nonpublic colleges (by enrollment) 1,000 and over	Nonpublic colleges (by enrollment) 500-999	Nonpublic colleges (by enrollment) Under 500	Total Number	Total Percent
1	2	3	4	5	6	7	8	9	10	11	12
Candidate is offered a higher rank than schedule provides	...	1	1	...	1	31	7	17	6	64	11.6%
Candidate is offered a higher beginning salary than schedule provides	7	2	4	4	7	39	19	25	16	113	20.5
Both of the practices above followed	4	7	6	...	2	8	4	13	3	47	8.5
Neither of the practices above followed	5	8	8	7	7	68	79	94	52	328	59.4
Number and percent of institutions reporting	16	18	19	11	17	136	109	149	77	552	100.0%
Fields in which these practices are followed:											
Science	5	5	3	1	7	30	14	14	7	86	...
Mathematics	4	5	4	1	4	11	8	13	4	54	...
Social science	2	2	2	1	2	8	8	14	3	42	...
Education	...	...	1	1	2	9	3	7	1	24	...
English	...	...	1	...	...	5	1	10	1	18	...
Foreign language	1	2	...	...	1	4	1	6	2	17	...
Business	...	2	...	...	2	3	5	2	1	15	...
Psychology	...	1	1	...	2	3	4	2	2	15	...
Engineering	2	3	2	...	1	2	...	1	...	11	...
Music	...	...	...	...	...	3	...	3	1	7	...
Health and physical education	...	1	...	...	...	3	...	...	...	4	...
Philosophy	...	...	...	...	...	...	...	2	2	4	...
Special education	...	...	...	...	...	3	...	...	1	4	...
Speech and drama	...	...	...	...	...	1	...	3	...	4	...
Industrial arts	...	1	...	...	...	2	...	...	...	3	...
Nursing	...	...	...	...	1	...	...	1	1	3	...
Religion	...	...	...	...	1	...	...	...	2	3	...
Architecture	...	...	...	...	1	...	1	...	...	2	...
Art	...	...	...	...	...	1	...	1	...	2	...
Home economics	...	2	...	...	...	...	...	...	...	2	...
Other[a/]	...	3	...	...	...	...	...	...	...	3	...
All fields	1	...	...	...	...	5	1	1	1	9	...
Many fields	1	...	...	...	...	18	2	1	...	22	...

[a/] Includes fields mentioned only once: agriculture, animal science, and law.

TABLE 42.--SALARY SCHEDULE STIPULATION ON MINIMUM AND MAXIMUM SALARIES FOR ADMINISTRATIVE OFFICERS IN 564 DEGREE-GRANTING INSTITUTIONS, 1965-66

Item	Public universities (by enrollment) 10,000 and over	Public universities (by enrollment) 5,000-9,999	Public universities (by enrollment) Under 5,000	Nonpublic universities (by enrollment) 5,000 and over	Nonpublic universities (by enrollment) Under 5,000	State colleges	Nonpublic colleges (by enrollment) 1,000 and over	Nonpublic colleges (by enrollment) 500-999	Nonpublic colleges (by enrollment) Under 500	Total Number	Total Percent
1	2	3	4	5	6	7	8	9	10	11	12
Schedule stipulates minimum and maximum salaries for administrative officers ..	6	6	5	...	1	75	10	11	10	124	22.0%
Schedule does not stipulate minimum and maximum salaries	11	14	14	10	19	62	102	141	67	440	78.0
Number and percent of institutions reporting	17	20	19	10	20	137	112	152	77	564	100.0%

(4.2 percent) provide for a higher range of salaries to teachers in selected departments. More than 40 percent of the 24 institutions reporting these special provisions are nonpublic universities and large public universities, the types of institutions in which use of salary schedules is least prevalent. These modifications are stipulated most frequently in the departments or schools of law, science, and medicine.

A possible trend away from this practice is suggested by the percents of institutions in the three most recent salary surveys which report that they do not provide these deviations.

Session	Percent of institutions where salary provisions apply to all departments
1961-62	92.9%
1963-64	93.6
1965-66	95.8

The degree-granting institutions having salary schedules are distributed by type and the year of the most recent revision of the salary schedule in Table 40. Almost two-thirds (65.4 percent) of the reporting institutions indicate their salary schedules were revised in 1965. Only 6.4 percent of the institutions made their most recent revisions to their salary schedules in 1962 or earlier (three or more years ago).

Information in Table 41 shows the extent and types of deviations made to the salary schedule to obtain teachers in fields of scarcity by type of institution. About 3 institutions in 5 report that they do not make either of the two types of deviations. Strict adherence to their salary schedule is reported more extensively among the nonpublic colleges and the large nonpublic universities than other types of institutions. These two types of institutions seem to have a wide difference in motivation to provide these modifications; faculty salaries in large nonpublic universities seem to be in a good competitive position with other types of institutions while the salaries in nonpublic colleges tend to be in a relatively poor competitive position with other types of institutions.

Among the institutions making some deviations in their salary schedules, the most prevalent practice is to offer the candidate a higher beginning salary than the schedule normally would provide. The pattern of use of these two types of deviations is similar among the various types of institutions with the exceptions that the state colleges tend to use either of the two types of modifications rather than both of them, and the medium and small public universities tend to use both practices rather than preferring one over the other.

That these deviations are reported most extensively in science, mathematics, and social science is not surprising in view of other evidence that these are the subject areas in short supply in higher education. The NEA Research Division biennial survey of college teacher supply and demand found last year these same three areas to be in greatest need for qualified teachers. Compared with the data obtained in the two previous salary surveys, the impact of increased enrollments has not resulted in an enlargement of the proportion of institutions resorting to deviations in salary schedules to attract faculty personnel.

Session	Percent of institutions deviating from salary schedule because of scarcity of teachers
1961-62	39.0%
1963-64	41.4
1965-66	40.6

The patterns of the number of institutions reporting the fields in which the deviations are made from the salary schedule are very similar in the two most recent surveys. One exception is that fewer institutions make special salary schedule deviations to attract faculty personnel in science this year (39.4 percent) than was noted either in the 1963-64 study (54.1 percent) or in the 1961-62 study (57.2 percent). Another exception is the entry this year of psychology into the 10 most frequently identified fields in which these practices are followed.

Information in Table 42 provides a review of the status of salary schedule provisions for administrative officers by type of institution. Generally (among 78 percent of the institutions having salary schedules) the salary schedules do not stipulate minimum and maximum salaries for administrative officers. However, this stipulation is reported by more than half of the state colleges and from one-fourth to one-third of the public universities having salary schedules.

IX. SALARIES PAID IN JUNIOR COLLEGES

As has been predicted, tremendous enlargements are observed in the enrollments and provisions for institutional facilities in higher education. Notable in the past two years is the wide expansion of the number of public junior colleges which have come into existence since the salary survey two years ago. For the present study, salary information was requested from 479 public junior colleges, 53 more than in the previous study. The total number of nonpublic institutions has diminished during the past two-year period (278 were invited to participate in 1963-64; 239 in this study).

This marked growth in the number of public junior colleges, with the considerable evidence that it will continue at a high rate, suggests an increase in the problems of staffing at this level. While there is an immediate need for attracting qualified personnel, the movement suggests need for continued emphasis on the preparation of personnel to work effectively at this level. With the growth in the number of state-wide systems of public junior colleges, greater interest than ever before is likely to follow in the development of standards for salaries and related personnel policies.

In addition to providing a review of the level and distributions of salaries of junior-college personnel, information in this report provides a view of the possible trends in staffing and salary practices.

Salaries paid to full-time junior-college teachers during this 1965-66 session are reported in the following pages of this, the sixth in the biennial series of NEA Research Division studies of salary conditions in the junior colleges. The format established in 1955-56 is maintained, thus providing for year-to-year comparisons and the study of trends.

The major purposes of this report are (a) to provide administrators and others making decisions about the budgetary requirements of junior colleges with up-to-date information about salary practices and trends throughout the nation, (b) to enable professional workers to review the status of salaries in similar positions in other junior colleges, and (c) to record the status of salaries and salary practices as evidence of the significant developments taking place at the junior-college and community-college level.

Teachers' Salaries in Public Junior Colleges

Table 43 shows that 401 public junior colleges submitted 1965-66 salary reports before December 15, the closing date for use in this national summary. The median salary is $8,361. These figures may be compared with number of institutions and the median salaries reported in previous surveys as follows:

Survey year	Number of institutions	Median salary
1955-56	174	$5,470
1957-58	195	6,261
1959-60	253	6,578
1961-62	299	7,212
1963-64	331	7,828
1965-66	401	8,361

The range of salaries paid to full-time faculty personnel in public junior colleges during 1965-66 is from below $3,000 to higher than $15,000, exceeding the range of the closed intervals provided in the survey instrument. The interquartile range containing the middle 50 percent of faculty personnel in public junior colleges is about $3,000; from $10,090 down to $7,097.

Of the 22,166 full-time teachers in the 401 reporting public junior colleges, only about 1 percent receive salaries of $13,000 or above, only 15.3 percent are at or above $11,000, and just under one-third (32.4 percent) receive a salary of $9,500 or more. The nine-month salary of 6.6 percent of the full-time teachers in public junior colleges is less than $6,000.

As in earlier years, wide differences appear in salaries paid among the geographic regions. In only two regions the top salaries are at or above $15,000 and in only two regions the lowest salaries are below $3,000. The range of median salaries among the regions is about $3,000 with the highest ($9,879) in the Far West and the lowest ($6,815) in the Southeast.

The median salary of women, who comprise 25.8 percent of the public junior-college staff, is lower than that of men in each region. The difference in the medians is smallest in the Great Lakes, $178, and is greatest in the

(Continued on p. 56)

TABLE 43.--Public Junior Colleges: DISTRIBUTION OF SALARIES PAID TO FULL-TIME TEACHERS IN 401 PUBLIC JUNIOR COLLEGES FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION AND SEX, 1965-66

Salary interval	New England	Mideast	Southeast	Great Lakes	Plains	Southwest	Rocky Mountain	Far West	All regions			Cumulative percent
									Men	Women	Total	
1	2	3	4	5	6	7	8	9	10	11	12	13
$15,000 and over	...	20	...	...	...	...	...	8	22	6	28	0.1%
14,500- 14,999	...	8	...	...	...	...	...	5	8	5	13	0.2
14,000- 14,499	...	4	...	...	...	1	...	13	15	3	18	0.3
13,500- 13,999	...	9	...	4	...	...	...	52	54	11	65	0.6
13,000- 13,499	...	27	2	5	...	1	...	62	86	11	97	1.0
12,500- 12,999	...	10	...	12	...	...	...	354	309	67	376	2.7
12,000- 12,499	...	22	4	16	...	5	...	664	577	134	711	5.9
11,500- 11,999	...	60	3	36	...	2	...	691	625	167	792	9.5
11,000- 11,499	3	93	5	32	3	2	1	1,153	654	189	1,292	15.3
10,500- 10,999	8	157	17	67	2	11	1	907	793	191	1,170	20.6
10,000- 10,499	9	128	38	217	5	62	2	734	879	255	1,195	26.0
9,500- 9,999	19	198	61	125	43	57	8	912	947	323	1,423	32.4
9,000- 9,499	17	193	84	191	68	62	11	843	1,040	370	1,469	39.0
8,500- 8,999	28	298	146	265	111	152	29	827	1,358	412	1,856	47.4
8,000- 8,499	51	434	276	255	92	154	61	749	1,518	515	2,072	56.7
7,500- 7,999	45	447	264	325	168	244	60	641	1,553	587	2,194	66.6
7,000- 7,499	63	454	399	273	244	247	85	534	1,604	661	2,299	77.0
6,500- 6,999	30	319	488	213	201	253	88	346	1,308	616	1,938	85.8
6,000- 6,499	68	293	493	156	165	274	93	155	1,126	570	1,697	93.4
5,500- 5,999	3	102	319	76	105	156	48	51	525	335	860	97.3
5,000- 5,499	2	36	158	23	32	58	14	25	193	155	348	98.9
4,500- 4,999	...	2	139	3	7	20	...	...	77	94	171	99.6
4,000- 4,499	...	...	51	2	...	6	...	...	29	30	59	99.9
3,500- 3,999	...	...	6	...	...	...	...	1	6	1	7	99.9
3,000- 3,499	...	...	3	...	...	...	...	1	2	2	4	99.9
Below $3,000	...	...	4	...	...	8	...	...	5	7	12	100.0
Total	346	3,314	2,960	2,296	1,246	1,775	501	9,728	...	...	22,166	100.0%
Women	78	823	984	639	323	583	110	2,177	...	5,717	...	...
Men	268	2,491	1,976	1,657	923	1,192	391	6,415	15,313	...	...	...
Dedicated personnel	...	1	...	...	...	3	...	...	3	1	4	...
Range of salaries paid												
Lowest salary interval												
Total	$ 5,250	$ 4,750	Below $ 3,000	$ 4,250	$4,750	Below $ 3,000	$5,250	$ 3,250	...	...	Below $ 3,000	...
Men	5,750	4,750	Below 3,000	4,250	4,750	Below 3,000	5,250	3,750	Below $ 3,000	...	...	...
Women	5,250	4,750	Below 3,000	4,750	4,750	Below 3,000	5,250	3,250	...	Below $ 3,000	...	...
Q^1												
Total	6,725	7,084	6,061	7,185	6,506	6,357	6,340	8,453	...	...	7,097	...
Men	7,056	7,195	6,170	7,284	6,592	6,411	6,416	8,478	7,174	...	...	...
Women	6,295	6,737	5,798	6,898	6,262	6,230	6,063	7,969	...	6,691	...	...
Median												
Total	7,578	8,005	6,815	8,151	7,232	7,228	7,044	9,879	...	...	8,361	...
Men	7,838	8,165	6,298	8,202	7,288	7,306	7,140	9,921	8,405	...	...	...
Women	6,900	7,568	6,584	8,024	7,005	7,055	6,738	9,365	...	7,830	...	...
Q^3												
Total	8,475	9,260	7,803	9,343	8,068	8,212	7,898	11,247	...	...	10,090	...
Men	8,729	9,466	7,911	9,424	8,095	8,362	8,040	11,395	10,110	...	...	...
Women	7,486	8,487	7,491	9,151	7,974	7,902	7,434	10,930	...	9,409	...	...
Highest salary interval												
Total	11,250	15,000 and over	13,250	13,750	11,250	14,250	11,250	15,000 and over	...	...	15,000 and over	...
Men	11,250	15,000 and over	13,250	13,750	11,250	14,250	11,250	15,000 and over	15,000 and over	...	...	...
Women	10,250	15,000 and over	12,250	13,750	11,250	11,250	10,250	15,000 and over	...	15,000 and over	...	...
Number of institutions reporting	14	66	65	46	49	37	18	106	...	...	401	...

TABLE 44.--Nonpublic Junior Colleges: DISTRIBUTION OF SALARIES PAID TO FULL-TIME TEACHERS IN 152 NONPUBLIC JUNIOR COLLEGES FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION AND SEX, 1965-66

Salary interval	New England	Mideast	South-east	Great Lakes	Plains	South-west	Rocky Mountain	Far West	All regions			Cumulative percent
									Men	Women	Total	
1	2	3	4	5	6	7	8	9	10	11	12	13
$15,000 and over	...	...	...	...	...	...	...	...	...	...	...	...
14,500- 14,999	...	...	...	...	...	...	...	...	...	...	...	...
14,000- 14,499	...	1	...	...	...	...	...	...	1	...	1	...
13,500- 13,999	...	1	...	...	...	...	...	...	...	1	1	0.1%
13,000- 13,499	...	...	...	...	...	...	...	...	...	...	...	0.1
12,500- 12,999	...	2	...	...	...	...	...	...	1	1	2	0.1
12,000- 12,499	2	3	...	...	...	...	...	...	5	...	5	0.3
11,500- 11,999	...	1	...	...	...	...	...	...	1	...	1	0.3
11,000- 11,499	...	5	...	...	...	...	...	...	4	1	5	0.5
10,500- 10,999	1	12	...	1	...	...	...	...	14	...	14	1.0
10,000- 10,499	7	20	4	...	1	...	...	...	30	2	32	2.1
9,500- 9,999	6	20	...	...	...	...	...	...	22	4	26	2.9
9,000- 9,499	25	33	4	1	1	...	...	...	52	12	64	5.1
8,500- 8,999	36	51	2	7	3	1	...	10	95	15	110	8.8
8,000- 8,499	65	67	11	14	7	1	...	1	130	36	166	14.4
7,500- 7,999	72	79	28	12	19	...	...	3	157	56	213	21.5
7,000- 7,499	112	113	35	22	26	5	...	1	226	88	314	32.1
6,500- 6,999	121	105	101	26	43	10	...	5	294	117	411	45.9
6,000- 6,499	175	164	213	27	61	8	...	3	370	281	651	67.9
5,500- 5,999	59	85	158	23	55	20	...	5	202	203	405	81.5
5,000- 5,499	39	54	155	9	27	11	...	4	152	147	299	91.6
4,500- 4,999	12	12	80	4	22	7	...	2	61	78	139	96.2
4,000- 4,499	4	5	41	...	6	3	...	8	31	36	67	98.5
3,500- 3,999	1	7	4	1	8	2	...	2	15	10	25	99.3
3,000- 3,499	1	...	5	...	...	...	...	1	1	6	7	99.6
Below $3,000	...	10	...	...	1	...	...	2	7	6	13	100.0
Total	738	850	841	147	280	68	...	47	...	...	2,971	100.0%
Women	253	332	351	32	102	25	...	5	...	1,100	...	...
Men	485	518	490	115	178	43	...	42	1,871	...	...	...
Dedicated personnel	5	181	28	25	86	16	...	1	84	258	342	...
Range of salaries paid												
Lowest salary interval												
Total	$ 3,250	Below $ 3,000	$ 3,250	$ 3,750	Below $ 3,000	$3,750	...	Below $3,000	...	...	Below $ 3,000	...
Men	4,250	Below 3,000	3,750	3,750	3,750	4,250	...	Below 3,000	Below $ 3,000	...	...	...
Women	3,250	Below 3,000	3,250	5,250	Below 3,000	3,750	...	Below 3,000	...	Below $ 3,000	...	...
Q^1												
Total	6,196	6,120	5,259	5,995	5,555	5,227	...	4,422	...	...	5,738	...
Men	6,351	6,497	5,376	6,076	5,637	5,319	...	4,875	5,997	...	...	...
Women	5,859	5,722	5,092	5,700	5,411	4,875	...	...	...	5,473	...	...
Median												
Total	6,822	6,919	5,929	6,683	6,172	5,775	...	5,950	...	...	6,407	...
Men	6,997	7,375	6,064	6,821	6,306	5,768	...	6,167	6,664	...	...	...
Women	6,419	6,270	5,740	6,278	5,979	5,792	...	3,875	...	6,114	...	...
Q^3												
Total	7,705	8,026	6,441	7,460	6,849	6,500	...	7,875	...	...	7,336	...
Men	7,935	8,495	6,596	7,681	6,949	6,604	...	7,917	7,641	...	...	...
Women	7,314	7,091	6,280	6,900	6,490	6,375	...	...	...	6,748	...	...
Highest salary interval												
Total	12,250	14,250	10,250	10,750	10,250	8,750	...	8,750	...	...	14,250	...
Men	12,250	14,250	10,250	10,750	10,250	8,750	...	8,750	14,250	...	...	...
Women	9,750	13,750	9,250	7,750	8,750	7,250	...	8,750	...	13,750	...	...
Number of institutions reporting	22	50	40	11	19	6	...	4	...	...	152	...

TABLE 45.--DISTRIBUTION OF PUBLIC AND NONPUBLIC JUNIOR COLLEGES, BY MEDIAN SALARIES PAID TO FULL-TIME TEACHERS FOR NINE MONTHS OF SERVICE, 1965-66

Median salary paid	New England		Mideast		Southeast		Middle		Plains		Southwest		Rocky Mountain		Far West		Total all regions		
	Public	Nonpublic	Public	Nonpublic	Public	Nonpublic	Public	Nonpublic	Public	Nonpublic	Public	Nonpublic	Public	Nonpublic	Public	Nonpublic	Public	Nonpublic	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
$12,500-12,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	2	...	2	...	2
12,000-12,499	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
11,500-11,999	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
11,000-11,499	...	...	...	...	...	...	...	...	...	...	...	...	...	...	9	...	9	...	9
10,500-10,999	...	...	...	...	...	...	1	...	...	...	...	...	...	...	19	...	20	...	20
10,000-10,499	...	...	1	...	...	...	2	...	...	...	...	...	...	...	16	...	19	...	19
9,500- 9,999	...	...	1	...	...	...	2	...	...	...	...	...	...	...	14	...	17	...	17
9,000- 9,499	...	...	4	...	...	...	3	...	...	...	...	...	...	...	9	...	16	...	16
8,500- 8,999	...	...	8	1	1	...	5	...	2	...	1	...	1	...	4	1	22	2	24
8,000- 8,499	4	1	7	4	2	...	11	1	3	...	3	...	1	...	8	...	39	6	45
7,500- 7,999	3	4	11	1	1	1	7	1	10	...	7	...	4	...	15	...	58	7	65
7,000- 7,499	7	2	14	3	19	...	9	2	17	...	7	...	3	...	6	...	82	7	89
6,500- 6,999	...	6	13	7	18	5	1	...	9	3	7	1	6	...	1	1	55	23	78
6,000- 6,499	...	4	1	6	8	12	3	3	6	4	8	1	3	...	...	...	29	30	59
5,500- 5,999	...	3	...	5	5	5	1	1	...	3	2	1	...	...	...	...	8	18	26
5,000- 5,499	...	...	...	1	3	6	...	...	...	1	...	1	...	...	...	...	3	9	12
4,500- 4,999	...	...	...	1	4	8	...	...	...	1	...	1	...	...	...	...	4	11	15
4,000- 4,499	...	...	...	1	1	2	...	...	...	...	1	...	...	...	...	1	2	4	6
3,500- 3,999	...	...	...	...	...	...	...	...	...	1	...	...	...	...	...	...	...	1	1
3,000- 3,499	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Below $3,000	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	1	1
Number of institutions reporting at least 5 teachers	14	20	60	31	62	39	45	8	47	13	36	5	18	...	103	3	385	119	504

New England region, $938. The differences in median salaries paid to men and women faculty members in the other regions are: Mideast, $597; Southeast, $344; Plains, $283; Southwest, $251; Rocky Mountain, $402; and Far West, $556. Nationwide, the women's median salary ($7,830) is $575 below the men's median of $8,405. This difference was less than $400 during the 1963-64 session.

Teachers' Salaries in Nonpublic Junior Colleges

Teachers in nonpublic junior colleges receive substantially less than their counterparts in the public institutions. In the nonpublic institutions the current median salary is $6,407--$1,954 less than in the public junior colleges. Two years ago this gap was $2,109.

The number of institutions and the median salaries of teachers in nonpublic junior colleges in these surveys since 1955-56 are as follows:

Survey year	Number of institutions	Median salary
1955-56	79	$3,613
1957-58	76	4,016
1959-60	106	4,710
1961-62	141	5,074
1963-64	153	5,719
1965-66	152	6,407

The salaries of teachers in the 152 reporting nonpublic colleges range from $14,000 down to less than $3,000. Only 8.8 percent receive $8,500 or more, and 25 percent receive $7,336 or more. Less than $5,000 is received by 8.4 percent of the teachers, and $5,738 or less is received by 25 percent.

Among the five regions reporting more than 100 nonpublic junior-college teachers each, the high median is $6,919, being paid in the Mideast; the low, $5,929, in the Southeast. Median salaries in the other regions reporting more than 100 nonpublic junior-college teachers each are New England, $6,822; Great Lakes, $6,683; and, Plains, $6,172.

The median salary of women teachers in nonpublic junior colleges, $6,114, is $550 lower than that of men teachers, $6,664. This difference was $685 in 1963-64 session. The differences in these median salaries in the five regions reporting more than 100 nonpublic junior-college teachers each, range from $1,105 in the Mideast down to $324 in the Southeast. One-fourth of the women are at or below $5,473; one-fourth of the men are at or below $5,997.

Tables 43 and 44 provide a full distribution of salaries paid to the 22,166 reported full-time teachers in public junior colleges and the 2,971 reported full-time teachers in nonpublic junior colleges for nine months' service.

Institutional Medians Compared

Table 45 gives an institutional picture of the salary structure in junior colleges. In this table the institutions are distributed according to their median salaries paid. The institutional median salaries range from a high of $11,000 down to a low of less than $3,000. The ranges of median salaries of public and nonpublic junior colleges overlap with no public institution having a median salary below $4,000 and no nonpublic institution having a median salary greater than $8,999.

The median of the public junior-college institutional median salaries is $7,582; of nonpublic, $6,258. In the Far West all but seven of the 103 reporting public institutions have median salaries at or above $7,500. In the Southeast only four of the 62 public institutions have median salaries which equal or exceed $7,500. Two-thirds of the public junior colleges in the Far West have median salaries of $9,000 or higher; only two other regions have any public junior colleges with median salaries of $9,000 or higher, and these institutions constitute only one-tenth of the public junior colleges in one of these regions and one-sixth of the public junior colleges in the other. One or more junior colleges in three of the eight regions have an institutional median salary of less than $6,000.

Many other interregional variations are shown in Table 45. The median of the institutional medians falls in the $7,000-$7,499 interval but this figure has little meaning in view of the wide divergence in the ranges of public and nonpublic institutions.

Median Percents of Annual Increases

The changes in junior-college salaries during the past two years are reviewed in Tables 46 and 47. Table 46 reviews by type of institution the pattern of salary increases from 1963-64 to 1964-65; Table 47 presents the increases from 1964-65 to 1965-66. About 19 percent of the responding institutions did not report information for the first of these two periods; about 15 percent did not report for the second year. As in the past, during both years the range of salary changes has been from a decrease to an increase of 20 percent or more. The percent of institutions reporting no change in average salaries decreased from 8.5 percent last year to 6.2 percent for the current session. The median percent of increase was larger for the current session, 6.1 percent, than for the preceding session, 5.6 percent.

During each session the change most frequently reported is an increase of "5 but less than 6" percent; each year about 1 institution in 5 reports this change. The proportion of institutions reporting no change or change of less than a 2-percent increase was 13.0 percent last year and 8.5 percent this year. The proportions of institutions reporting an increase of 10 percent or more was 18.7 percent last year and 23.0 percent this year.

TABLE 46.--Salary Increases, 1963-64 to 1964-65: NUMBER OF PUBLIC AND NONPUBLIC JUNIOR COLLEGES REPORTING PERCENTS OF CHANGE IN AVERAGE SALARIES PAID TO FULL-TIME TEACHERS

Percent of change	Number of institutions		Total	
	Public	Nonpublic	Number	Percent
1	2	3	4	5
Decrease	2	2	4	0.9%
No increase	23	15	38	8.5
Increase of:				
Less than 1%	4	1	5	1.1
1% but less than 2%	11	...	11	2.5
2% but less than 3%	22	6	28	6.3
3% but less than 4%	30	9	39	8.7
4% but less than 5%	31	11	42	9.4
5% but less than 6%	65	26	91	20.4
6% but less than 7%	30	4	34	7.6
7% but less than 8%	20	13	33	7.4
8% but less than 9%	16	9	25	5.6
9% but less than 10%	11	2	13	2.9
10% but less than 11%	23	16	39	8.7
11% but less than 13%	14	5	19	4.3
13% but less than 15%	3	4	7	1.6
15% but less than 20%	9	2	11	2.5
20% or more	4	3	7	1.6
Total	318	128	446	100.0%
Not indicated	83	24	107	...
Median percent of change	5.6%	5.8%	...	5.6%

The median percent of increase among nonpublic institutions is greater than among the public institutions during each of these two periods; 6.5 percent in nonpublic institutions and 5.9 percent in public institutions this year. This series of reports provides a general overview of salary changes in junior colleges since 1954-55. Owing to the increase in number of institutions reporting each year, the data are not entirely comparable. However, these median percents of change provide a general indication of the progress achieved during the period covered by these reports:

Period	Public junior colleges	Nonpublic junior colleges
1954-55 to 1955-56	5.5%	5.9%
1955-56 to 1956-57	5.9	6.1
1956-57 to 1957-58	8.4	6.9
1957-58 to 1958-59	5.4	5.9
1958-59 to 1959-60	5.7	6.8
1959-60 to 1960-61	4.9	6.2
1960-61 to 1961-62	5.9	7.2
1961-62 to 1962-63	5.3	5.7
1962-63 to 1963-64	5.5	5.4
1963-64 to 1964-65	5.6	5.8
1964-65 to 1965-66	5.9	6.5

TABLE 47.--Salary Increases, 1964-65 to 1965-66: NUMBER OF PUBLIC AND NONPUBLIC JUNIOR COLLEGES REPORTING PERCENTS OF CHANGE IN AVERAGE SALARIES PAID TO FULL-TIME TEACHERS

Percent of change	Number of institutions		Total	
	Public	Nonpublic	Number	Percent
1	2	3	4	5
Decrease	1	1	2	0.4%
No increase	20	9	29	6.2
Increase of:				
Less than 1%	1	3	4	0.8
1% but less than 2%	4	1	5	1.1
2% but less than 3%	6	4	10	2.1
3% but less than 4%	31	4	35	7.4
4% but less than 5%	39	12	51	10.8
5% but less than 6%	72	24	96	20.4
6% but less than 7%	24	11	35	7.4
7% but less than 8%	28	10	38	8.1
8% but less than 9%	27	13	40	8.5
9% but less than 10%	14	4	18	3.8
10% but less than 11%	23	12	35	7.4
11% but less than 13%	21	9	30	6.4
13% but less than 15%	14	1	15	3.2
15% but less than 20%	7	6	13	2.8
20% or more	11	4	15	3.2
Total	343	128	471	100.0%
Not indicated	58	24	82	...
Median percent of change	5.9%	6.5%	...	6.1%

Among both public and nonpublic junior colleges the median percent of increase reported for this year has been equalled or exceeded three times during the preceding 10 periods.

Summer Employment Opportunities

All of the salary details presented in Tables 43, 44, and 45 refer to remuneration (exclusive of fringe benefits) for the academic year of nine months. Several new junior-college teachers enter full-time service with limited preparation. In numerous cases the contract of agreement calls for the continuation of advanced preparation during the summer. And, of course, many of the more experienced teachers feel the need for and are encouraged to seek further strengthening of their academic backgrounds. Thus, many teachers are not interested in or are not available to accept continued employment beyond the nine-month year. And the facts shown in Tables 48 and 49 bear out the assertion that the possibilities of employment in the junior colleges during the summer are limited.

More than three-fourths (77.6 percent) of the reporting public junior colleges and more than half (53.3 percent) of the reporting nonpublic junior colleges offered summer sessions. This offering among public junior colleges has enlarged from the 70.7 percent reporting this practice in 1963-64, while no significant change is noted in the percent of nonpublic institutions (52.6 percent in 1963-64). The median percent of the regular full-time teachers employed in these sessions indicates that in the institutions offering summer employment almost 1 teacher in 3 was so employed in his home institution.

Of the 553 reporting junior colleges, 161, or about 29 percent, did not offer summer sessions (see Table 48). The staffs of 90 public and 71 nonpublic junior colleges did not have the opportunity of summer employment in the home institution. Of the institutions offering programs of instruction in the summer, 1 in 5 (19.4 percent) used 20 to 29 percent of the regular teaching staff. About 1 institution in 12 reported employment of 30-39 percent and the same number reported employing 50-59 percent of the regular full-time teaching staff in their summer sessions. Fewer than 10 percent of the regular full-time teaching staff were employed in the summer sessions reported by 8.2 percent of the junior colleges having a summer session. Between 60 and 79 percent of the regular full-time staff were employed in the summer session of 6.6 percent of the junior colleges having a summer session.

The length of the summer term may be a factor contributing to limited employment opportunities for full-time junior-college teachers. Of the junior-college summer programs offered, the predominant length is six weeks (38.5 percent). Slightly more than one-fourth (27.0 percent) carry through eight weeks. More than 1 summer session in 5 (22.0 percent) extended over a period greater than eight weeks. Further details are shown in Table 49.

The various methods of computing compensation for summer-session teaching are shown in Table 50. Payment by credit hour is used more extensively than payment by clock hour, but otherwise the extents of reported use of these practices are not widely different. The practices among public junior colleges are widely divergent, but a review of their pattern with that given in the previous study suggests a slight trend:

Method of payment	Percent of institutions 1963-64	Percent of institutions 1965-66
By the clock hour ...	25.6%	22.3%
By the credit hour ..	27.8	26.9
By academic year	20.2	26.9
By some other method.	26.4	23.9
	100.0%	100.0%

TABLE 48.--Summer Employment: NUMBER OF JUNIOR COLLEGES REPORTING PERCENTS OF FULL-TIME TEACHERS REGULARLY EMPLOYED DURING THE ACADEMIC YEAR WHO ALSO TEACH IN SUMMER SESSIONS, 1964-65

Percent of full-time teachers employed in summer sessions	Number of institutions		Total	
	Public	Nonpublic	Number	Percent
1	2	3	4	5
None employed	1	4	5	1.3%
Less than 10%	21	6	27	6.9
10-19%	32	12	44	11.2
20-29%	65	11	76	19.4
30-39%	46	7	53	13.5
40-49%	21	4	25	6.4
50-59%	37	14	51	13.0
60-69%	10	5	15	3.8
70-79%	9	2	11	2.8
80-89%	3	...	3	0.8
90-99%	3	...	3	0.8
100%	8	1	9	2.3
Percent not indicated	55	15	70	17.9
Total offering summer sessions	311	81	392	100.0%
Total not offering summer sessions	90	71	161	...
Total reporting	401	152	553	...
Percent offering summer sessions	77.6%	53.3%	...	70.9%
Median percent of full-time teachers employed in summer sessions	32.0%	30.0%	...	31.7%

TABLE 49.--Number of Weeks Employed in Summer: NUMBER OF PUBLIC AND NONPUBLIC JUNIOR COLLEGES REPORTING NUMBER OF WEEKS OF SUMMER EMPLOYMENT

Number of weeks employed in summer	Number of institutions		Total	
	Public	Non-public	Number	Percent
1	2	3	4	5
Not indicated	8	4	12	3.1%
3 weeks	2	1	3	0.8
4 weeks	8	...	8	2.0
5 weeks	7	3	10	2.6
6 weeks	111	40	151	38.5
7 weeks	13	3	16	4.1
8 weeks	97	9	106	27.0
9 weeks	13	4	17	4.3
10 weeks	17	4	21	5.4
11 weeks	8	1	9	2.3
12 weeks	21	10	31	7.9
13 weeks	1	...	1	0.3
14 weeks and over	5	2	7	1.8
Total institutions reporting	311	81	392	100.0%

TABLE 50.--Summer Employment: METHODS OF PAYMENT

Method of payment	Number of institutions		Total	
	Public	Non-public	Number	Percent
1	2	3	4	5
By clock hour	67	8	75	20.0%
By credit hour	81	26	107	28.5
As part of academic-year salary	81	12	93	24.8
Other method	72	28	100	26.7
Total	301	74	375	100.0%
Not indicated	10	7	17	...

TABLE 51.--Part-Time Teachers: NUMBER OF PUBLIC AND NONPUBLIC JUNIOR COLLEGES REPORTING VARIOUS NUMBERS OF PART-TIME TEACHERS EMPLOYED, OCTOBER 1965

Number of part-time teachers	Number of institutions		Total	
	Public	Non-public	Number	Percent
1	2	3	4	5
None	49	21	70	12.7%
1-9 teachers	143	100	243	43.9
10-19 teachers ...	68	21	89	16.1
20-29 teachers ...	29	2	31	5.6
30-39 teachers ...	17	4	21	3.8
40-49 teachers ...	18	1	19	3.4
50-74 teachers ...	20	3	23	4.2
75-99 teachers ...	19	...	19	3.4
100-149 teachers .	22	...	22	4.0
150-159 teachers .	10	...	10	1.8
200 or more teachers	6	...	6	1.1
Total number of teachers	12,682	1,091	13,773	100.0%
Number of institutions reporting ..	401	152	553	
Range in number of part-time teachers employed:				
Low	0	0	0	...
Median[a]	10	4	7	...
Mean[a]	32	7	25	...
High	560	68	560	...

a/ Medians and means are based on complete distributions, not on the group distribution shown in column 1.

Payment based on a percent of the regular academic year salary seems to have increased in extent of use with movement to this pattern coming from payment by the clock hour or some other method.

The practices of the nonpublic junior colleges are not as widely divergent as among public junior colleges. The credit hour (35.1 percent) and an unidentified method (37.8 percent) are the most widely used methods among the nonpublic institutions.

Part-Time Teachers

In this report a part-time teacher is defined as a part-time employee of the junior college. This excludes full-time instructional staff members whose chief assignment is high-school teaching, and also administrative officers who do some teaching.

The wide differences in the characteristics of junior colleges are reflected in the wide range of practices in the employment of part-time teachers as shown in Table 51. Among the 7 in 8 institutions which report using part-time teachers, about half indicate they employ from 1 to 9 persons in these positions. Among the junior colleges which report employment of part-time teachers, more than 9 part-time teachers are reported by almost 3 public institutions in 5 (59.4 percent) and only about 1 nonpublic institution in 4 (23.7 percent). The number of part-time teachers employed by a junior college ranges as high as 560 among the public junior colleges and to 68 in the nonpublic institutions.

Salary-Schedule Provisions

In the public schools the use of a formal salary schedule, while not universal, is quite general. It is common practice among practically all large school systems to adhere closely to well-defined and publicly announced

TABLE 52.--Official Salary Schedules: NUMBER OF PUBLIC AND NONPUBLIC JUNIOR COLLEGES REPORTING AN OFFICIAL SALARY SCHEDULE AND YEAR LAST REVISED

Item	Public	Non-public	Total
1	2	3	4
Institutions with official salary schedule ..	318	59	377
Institutions with no official salary schedule.	83	93	176
Institutions that contemplate adopting a salary schedule	21	36	57
Institutions with no salary schedule that do not plan adoption of one	62	57	119
Year of last revision of salary schedule			
1965	240	34	274
1964	57	18	75
1963	13	3	16
1962	3	1	4
1957	...	1	1
Not indicated	5	2	7

schedules with stipulated provisions for the entry of new teachers and for step-by-step increments.

At the other extreme are the degree-granting institutions where salary schedules, if in effect at all, tend to be less specific in their provisions. In many instances, the universities and colleges do no more than start with an announced minimum for each rank and leave open the upper levels for one, two, or perhaps all ranks. Again, these senior institutions frequently do not stipulate the amount of periodic increments.

In the use of salary schedules the junior colleges seem to occupy a middle place between the public schools and the degree-granting institutions. Among the 401 reporting public junior colleges, those having official salary schedules predominate, 318 to 83. Among the 152 reporting nonpublic junior colleges, the majority (61.2 percent) have no official salary schedule at this time. The number of public institutions not now having a salary schedule that do not plan the adoption of one is about one-fifth as large as the number presently having schedules, this number among nonpublic colleges is only two less than the number presently having schedules.

The total number of institutions contemplating the adoption of a salary scale is about 10 percent of the total number of institutions reporting. About 4 percent of the total number of institutions have salary schedules which have not been revised since 1963. Among the institutions presently maintaining schedules the practice of frequent revision is implied by the further details shown in Table 52.

Table 53 provides a clear picture of the following elements being included in the schedules now in operation: indication of minimum and maximum, uniformity of application to men and women teachers, recognition of different levels of preparation, designated number of steps from minimum to maximum, and uniform applicability to full-time teachers. As in the previous study, about half of the schedules provide for the same salary increase each year. Also, as in the previous study, about 2 schedules in 5 provide an added amount for the department head. Among those reporting, schedules which stipulate the minimum and maximum for administrative officers were reported by 38 percent in the 1963-64 study and 40 percent in the present survey.

Among the 212 public junior colleges which identify a specific number of steps in their salary schedules the median number of steps is 12. Almost two-thirds of these institutions have schedules which provide from 10 through 15 steps. Almost one-fourth (23.1 percent) have nine or fewer steps, and less than one-eighth (11.8 percent) provide 16 or more steps.

TABLE 53.--Provisions of Salary Schedules: PUBLIC AND NONPUBLIC JUNIOR COLLEGES REPORTING SALARY SCHEDULES

Salary schedule provisions	Number of institutions		
	Public	Non-public	Total
1	2	3	4
Minimum and maximum indicated	311	55	366
No minimum and maximum indicated	5	4	9
Separate schedules for men and women	7	2	9
Same schedules for men and women	293	54	347
Recognizes different levels of preparation	284	41	325
Does not recognize different levels of preparation	21	13	34
Designates number of steps from minimum to maximum	291	27	318
Number of steps:			
4 steps	5	1	6
5 steps	10	1	11
6 steps	7	...	7
7 steps	18	...	18
8 steps	8	...	8
9 steps	1	2	3
10 steps	12	2	14
11 steps	5	...	5
12 steps	37	1	38
13 steps	26	...	26
14 steps	31	...	31
15 steps	27	2	29
16 steps	6	...	6
17 steps	3	...	3
18 steps	5	...	5
19 steps	1	...	1
20 steps	3	1	4
21 steps	3	...	3
22 steps	1	...	1
25 steps	2	...	2
30 steps and over	1	...	1
Unlimited	38	6	44
Not indicated	41	11	52
Does not designate steps	27	32	59
Provided for same increase every year	163	24	187
Does not provide same increase every year	149	35	184
When not the same every year, larger increments are:			
During first few years of service.	34	7	41
After first few years of service	55	5	60
Other	54	15	69
Typical amount of increase:			
Under $50	3	1	4
$50-99	4	4	8
100-149	34	10	44
150-199	21	1	22
200-249	42	7	49
250-299	39	3	42
300-349	55	7	62
350-399	28	1	29
400-449	29	3	32
450 and over	11	1	12
Not indicated	46	21	67
Applies uniformly to all full-time teachers	308	57	365
Does not apply uniformly to all full-time teachers	4	2	6
Provides added amount for department head	128	22	150
Does not provide added amount for department head	177	36	213
Stipulates minimum and maximum for administrative officers	135	14	149
Does not stipulate minimum and maximum for administrative officers	176	45	21

Among the 266 public junior colleges which report the typical amount of increase, the median of these amounts is in the $250-299 interval. Among 23.3 percent of these institutions the typical amount of increase is less than $200; among 25.6 percent of these institutions, the typical amount of increase is $350 or more. The typical amount of increase ranges from $200 to $349 among 51.1 percent of the institutions.

Professorial Ranks

The classification of teaching staff members according to rank is an almost universal custom of universities and colleges. Again, practices of junior colleges are mixed between the characteristics of the secondary schools, having no ranks, and the characteristics of the degree-granting institutions. Professorial rank is reported to be used in 35.9 percent of the public junior colleges which employ 34.0 percent of the teachers, and in 24.3 percent of the nonpublic junior colleges which employ 28.1 percent of the teachers (details are in Table 54).

A limited review of trends in the use of professorial rank is provided in the three most recent biennial salary studies; this item of information was not included in earlier studies. The number and percent of public junior colleges having or planning to have faculty rank and the percents of teachers involved follow:

Having professorial rank	Session		
	1961-62	1963-64	1965-66
Institutions			
Number	59	104	144
Percent	19.3%	31.3%	35.9%
Teachers--percent .	14.0	36.7	34.0
Planning professorial rank			
Institutions			
Number	29	19	34
Percent	9.5%	5.7%	8.5%
Teachers--percent .	12.7	5.4	9.7

While the number of public institutions having faculty rank increased by 45 and 40 during the past two periods, the percent of all reporting institutions which have academic rank did not increase significantly during the most recent two years. The percent of all teachers employed in these junior colleges which have rank has decreased during the past two years. The nominally lower percent of institutions reporting plans to use professorial ranks in the 1963-64 survey than was noted in the previous survey may have provided an indication of the forthcoming moderation of the trend suggested by the pattern practices between the previous two years. If this information provides a general estimate of future developments, another marked increase in the extent of use of faculty rank may be forthcoming although it may not be as great as was observed between 1961-62 and 1963-64. With the number of public institutions increasing by as many as 40 each session, with many being part of state coordinated systems, any prediction of this practice has little validity.

The number and percent of nonpublic junior colleges having and planning to have faculty rank as reported in these studies are as follows:

Having professorial rank	Session		
	1961-62	1963-64	1965-66
Institutions			
Number	25	35	37
Percent	15.7%	22.9%	24.3%
Teachers--percent .	16.1	21.9	28.1
Planning professorial rank			
Institutions			
Number	18	15	21
Percent	11.3%	9.8%	13.8%
Teachers--percent .	12.6	8.9	13.6

The pattern of growth in the use of professorial rank among nonpublic junior colleges is similar to that of the public institutions with the extent of use and the rate of change both being lower among nonpublic than among public institutions. The lower number of total institutions reduces the significance of the nominally wide differences in the percents of institutions and personnel involved in this practice. However, the rather stable number of nonpublic junior colleges with the rather small increase in use of this practice, accompanied by a statistically nonsignificant increase in the percent reporting plans to use professorial rank, suggest that the growth of this practice may not be dramatic in the immediate future.

With the continued growth in the size and complexity of junior colleges, the accompanying interest in adopting or improving existing salary schedules among many junior colleges, and the influence of the interest at all levels to provide appropriate compensation for outstanding competence or added responsibilities, the outlook is for this practice to be a continued issue at the junior-college level.

Salaries Paid to Administrative Officers

Tables 55 and 56 show the 1965-66 salaries paid to administrative officers in junior colleges. The public institutions reported 18

TABLE 54.--Professorial Rank: PUBLIC AND NONPUBLIC JUNIOR COLLEGES MAINTAINING OR CONSIDERING ESTABLISHMENT OF PROFESSORIAL RANKS

Item	Public junior colleges		Nonpublic junior colleges		Total	
	Number of institutions	Number of teachers	Number of institutions	Number of teachers	Number of institutions	Number of teachers
1	2	3	4	5	6	7
Institutions that have established professorial rank	144	7,529	37	931	181	8,460
Institutions planning systems of professorial rank	34	2,158	21	449	55	2,607
Institutions reporting no plans for establishing professorial ranks	223	12,483	94	1,933	317	14,416

positions with sufficient frequency to justify calculation of median salaries. The nonpublic institutions listed 15. As in the salary pattern for teachers, the tables show that officials in the public junior colleges receive higher salaries than their counterparts in the nonpublic junior colleges.

Column 2 of each table shows the salaries paid to the chief administrative officers.[5] In the public institutions the range for this position is from $30,000[6] down to $6,500[6] with a median of $15,519. In the nonpublic institutions the range is from $36,000[6] down to $4,500[6] with a median of $13,333.

Among the reporting 401 public junior colleges only 59 report salary paid to the position of vice-president. The range of these salaries is from $21,000 down to $7,500 with a median of $16,094. Among the reporting 152 nonpublic junior colleges, 24 report the salary paid to the vice-president with the range for this position from $28,000 down to $6,500 and a median of $11,500.

The office of dean of instruction[7] is maintained in 279 public junior colleges with a median salary of $12,943 and a range from $23,500 down to $7,000. Most frequently reported among other administrative posts is the head librarianship listed by 289 public junior colleges, with a median salary of $8,788 and a range from $20,000 to $3,500. Dean of students is listed 263 times; median salary is $11,431, and the range is from $21,000 to $5,500. Next in decreasing frequency is the business manager, reported by 222 institutions; median salary is $10,292, and the range is from $23,500 to $4,000. Reported by slightly more than half of the public junior colleges, the registrar position in 185 institutions has salaries which range from $19,500 to $3,000 with a median of $9,438. The other positions reported by more than 100 public junior colleges include director of guidance, reported in 143 institutions; dean or director of the evening school or division, reported by 135 institutions; dean or director of vocational education (including technical and industrial), reported by 116 institutions; director of admissions, in 113 institutions; and associate (or assistant) dean or director, in 106 institutions. Full details are shown in Table 55 for all of the 18 reported positions.

The office of the dean of instruction is reported in 103 nonpublic junior colleges with the salaries being paid to 92 persons ranging from $20,000 down to $4,000 with a median of $10,147. The head librarianship position is reported almost as frequently as the chief administrative officer in the nonpublic junior colleges. Among the 124 institutions reporting the head librarianship position the range of salaries paid to 108 persons is from $12,500 down to $3,000 with a median of $6,536. The only other position reported by more than 100 nonpublic institutions is the business manager, reported by 113 institutions. A marked increase is noted in the number of institutions reporting the dean or director of admissions--61 this session compared with 48 during the 1963-64 session. These and other reported salaries paid by nonpublic junior colleges fall substantially below the administrative salaries paid in the public junior colleges. Comparision of the entries in Table 55 with those in Table 56 brings out this point.

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[5] Variously designated as president, dean, or director, but in no instance is a superintendent of schools counted in this category.

[6] Beginning of the $500 interval.

[7] Not to be confused with the position of chief administrative officer.

TABLE 55.--Administrative Officers' Salaries, Public: DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 401 PUBLIC JUNIOR COLLEGES, 1965-66

Salary range	Chief admin-istra-tive officer	Vice pres-ident	Dean or director of:				Dean of stu-dents	Dean of men	Dean of women	Direc-tor of admis-sions	Director of re-search or testing service	Direc-tor of guid-ance	Regis-trar	Busi-ness man-ager	Librar-ian	Direc-tor of public rela-tions	Direc-tor of ath-letics	Associate (or as-sistant) dean or director
			In-struc-tion	Vocational education (incl. tech-nical and industrial)	Evening school or di-vision	Adult educa-tion												
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$30,000-$30,499	3	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
. . .																		
28,000- 28,499	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
. . .																		
25,500- 25,999	...	...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...
25,000- 25,499	8	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
24,500- 24,999	2	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
24,000- 24,499	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
23,500- 23,999	1	...	1	...	...	...	...	...	...	...	...	...	...	1	...	...	...	...
23,000- 23,499	4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
22,500- 22,999	2	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
22,000- 22,499	2	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
21,500- 21,999	2	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...
21,000- 21,499	10	1	...	...	...	...	1	...	...	...	...	...	...	...	...	...	...	...
20,500- 20,999	6	...	...	...	...	...	...	...	...	...	...	...	...	1	...	...	...	...
20,000- 20,499	19	...	5	2	...	...	1	...	1	...	...	1	...	1	1	...	...	...
19,500- 19,999	8	2	1	...	...	...	1	...	...	...	1	...	1	1	...	...	...	...
19,000- 19,499	13	3	2	...	...	...	1	1	...	1	...	...	...	2	...	...	...	...
18,500- 18,999	9	2	1	...	...	...	1	1	1	...	...	...	1	1	...	...	...	...
18,000- 18,499	16	2	10	2	6	...	6	...	...	5	...	...	...	6	...	...	...	...
17,500- 17,999	10	6	5	2	2	1	4	...	...	...	...	...	...	3	...	2	...	...
17,000- 17,499	19	3	13	...	4	1	6	...	1	1	1	2	1	6	...	...	1	1
16,500- 16,999	7	4	7	4	7	1	8	...	...	1	...	2	...	3	...	...	...	1
16,000- 16,499	29	8	10	2	5	1	7	3	1	5	...	3	1	2	1	...	1	3
15,500- 15,999	13	2	12	8	2	2	9	4	1	1	1	4	...	2	2	1	3	3
15,000- 15,499	31	...	14	3	9	1	12	1	3	6	1	3	2	8	1	1	...	9
14,500- 14,999	14	5	10	6	7	...	5	...	1	2	1	4	2	6	1	1	...	4
14,000- 14,499	20	3	21	4	2	2	6	2	3	4	1	3	4	5	3	1	...	6
13,500- 13,999	9	3	8	5	9	3	7	3	2	2	1	2	1	7	5	1	2	2
13,000- 13,499	14	2	17	6	11	...	14	2	4	3	...	6	8	3	6	...	...	18
12,500- 12,999	12	3	22	5	6	...	11	2	2	2	...	1	7	8	8	...	3	9
12,000- 12,499	22	...	29	6	4	...	15	3	2	8	4	8	7	5	7	4	2	9
11,500- 11,999	13	1	16	10	6	3	14	1	3	9	...	3	5	7	14	3	5	2
11,000- 11,499	10	...	20	8	9	2	18	2	...	6	2	8	14	11	10	1	7	6
10,500- 10,999	9	1	9	9	8	3	14	5	2	5	3	7	11	12	23	4	5	4
10,000- 10,499	13	3	12	9	8	2	18	5	8	10	2	11	12	24	12	5	1	4
9,500- 9,999	7	...	8	5	5	10	18	3	6	2	3	11	14	15	20	4	2	3
9,000- 9,499	5	1	7	5	8	7	18	8	5	8	3	11	12	12	22	4	6	8
8,500- 8,999	3	2	4	4	3	4	18	3	1	10	...	9	18	15	20	5	3	6
8,000- 8,499	1	1	9	2	6	2	15	1	5	7	1	13	11	17	22	7	11	1
7,500- 7,999	...	1	2	3	6	2	4	4	7	4	...	14	11	12	24	5	6	1
7,000- 7,499	...	...	4	2	...	1	3	2	7	6	...	7	10	6	25	5	2	4
6,500- 6,999	1	...	...	3	1	1	4	3	4	2	...	4	9	4	24	3	4	1
6,000- 6,499	...	...	...	...	...	...	2	4	5	3	...	3	2	7	21	3	...	1
5,500- 5,999	...	...	...	1	...	...	2	...	...	...	...	1	7	3	8	3	...	...
5,000- 5,499	...	...	...	...	...	1	...	...	...	...	...	2	6	4	5	1	...	...
4,500- 4,999	...	...	...	...	...	...	...	...	1	...	...	...	3	1	3	1	1	...
4,000- 4,499	...	...	...	...	...	...	...	...	...	...	...	...	3	1	...	...	...	...
3,500- 3,999	...	...	...	...	...	...	...	...	...	...	...	...	1	...	1	...	...	...
3,000- 3,499	...	...	...	...	...	...	...	...	...	...	...	...	1	...	...	...	...	...
Number of individuals reported	369	59	279	116	135	51	263	63	76	113	25	143	185	222	289	65	65	106
Median salary	$15,519	$16,094	$12,943	$11,850	$12,792	$9,875	$11,431	$10,350	$9,750	$10,950	$11,125	$9,841	$9,438	$10,292	$8,788	$8,950	$9,458	$12,667

TABLE 56.--Administrative Officers' Salaries, Nonpublic: DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 152 NONPUBLIC JUNIOR COLLEGES, 1965-66

Salary interval	Chief adminis-trative officer	Dean of students	Dean of men	Dean of women	Dean or director of admis-sions	Registrar	Business manager	Librarian	Director of public relations	Director of athletics	Vice presi-dent	Dean of instruc-tion	Dean of guidance	Assistant dean
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
$36,000-$36,499	1	...	...	...	...	...	...	...	...	...	...	...	...	...
. . .														
28,000- 28,499	...	...	...	...	...	...	...	...	...	...	1	...	...	...
. . .														
26,000- 26,499	1	...	...	...	...	...	...	...	...	...	...	...	...	...
25,500- 25,999	1	...	...	...	...	...	...	...	...	...	1	...	...	...
25,000- 25,499	6	...	...	...	...	...	...	...	...	...	...	...	...	...
. . .														
23,000- 23,499	1	...	...	...	...	...	...	...	...	...	...	...	...	...
22,500- 22,999	1	...	...	...	...	...	...	...	...	...	...	...	...	...
. . .														
20,500- 20,999	1	...	...	...	...	...	...	...	...	...	...	...	...	...
20,000- 20,499	6	...	...	...	...	...	1	...	...	...	1	1	...	...
19,500- 19,999	1	...	...	...	...	...	...	...	...	...	...	...	...	...
19,000- 19,499	...	...	...	...	...	...	...	...	...	...	...	...	...	...
18,500- 18,999	3	...	...	...	...	...	...	...	...	...	...	...	...	...
18,000- 18,499	4	...	...	...	...	...	...	...	...	...	...	...	...	...
17,500- 17,999	1	...	...	...	...	...	1	...	...	...	...	...	...	...
17,000- 17,499	2	...	...	...	...	...	...	...	...	...	2	...	...	...
16,500- 16,999	1	...	...	...	...	...	...	...	...	...	1	...	...	...
16,000- 16,499	5	...	...	...	...	...	...	...	...	...	1	...	...	...
15,500- 15,999	3	...	...	...	1	...	...	...	...	...	...	...	...	...
15,000- 15,499	10	1	...	...	...	1	3	...	...	...	2	1	...	...
14,500- 14,999	1	...	...	...	...	...	...	...	...	...	...	...	...	...
14,000- 14,499	6	...	...	...	...	...	2	...	...	...	...	4	...	...
13,500- 13,999	3	...	...	...	...	1	...	...	2	...	...	2	...	...
13,000- 13,499	3	...	...	...	...	...	...	...	...	...	1	2	1	...
12,500- 12,999	3	3	...	...	...	...	1	1	2	...	...	1	...	...
12,000- 12,499	16	3	...	1	1	...	4	1	...	...	1	8	...	...
11,500- 11,999	...	...	...	...	...	...	2	...	...	...	1	5	...	...
11,000- 11,499	2	1	...	2	3	2	4	...	...	...	4	7	...	1
10,500- 10,999	3	...	1	...	2	...	5	...	1	...	...	3	1	...
10,000- 10,499	8	4	...	1	5	...	9	2	1	...	2	17	1	...
9,500- 9,999	2	2	2	...	4	...	2	1	4	...	2	5	...	...
9,000- 9,499	1	5	1	3	3	2	10	...	3	2	1	7	2	...
8,500- 8,999	5	4	4	1	6	4	6	5	6	...	1	5	1	1
8,000- 8,499	4	8	3	2	6	6	7	13	2	4	1	9	3	2
7,500- 7,999	3	3	2	2	5	9	8	10	6	2	...	3	5	1
7,000- 7,499	5	4	1	7	8	8	9	8	3	2	...	5	1	4
6,500- 6,999	...	5	1	4	4	9	5	14	3	2	1	4	4	2
6,000- 6,499	3	4	2	9	4	12	10	16	3	1	...	1	2	3
5,500- 5,999	1	...	1	1	3	3	2	10	3	...	...	1	...	...
5,000- 5,499	...	2	2	4	1	6	6	14	6	...	...	...	...	1
4,500- 4,999	1	...	...	...	...	3	2	4	...	...	...	...	...	1
4,000- 4,499	...	1	...	2	1	1	...	5	...	...	...	1	...	...
3,500- 3,999	...	...	2	...	...	2	1	2	...	...	...	...	...	1
3,000- 3,499	...	...	...	1	...	...	...	2	...	...	...	...	...	...
Below $3,000	...	...	...	1	...	...	...	...	...	...	...	...	...	...
Number of individuals reported ..	118	50	22	41	57	69	100	108	45	13	24	92	21	17
Dedicated	19	9	1	3	4	15	13	16	3	...	4	11	7	...
Median salary	$13,333	$8,375	$8,000	$6,812	$8,208	$6,917	$8,500	$6,536	$7,875	$7,875	$11,500	$10,147	$7,850	$7,062

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